

Affirmative Action Program For Women & Minorities

01/01/2017 – 12/21/2017

EEO Coordinator: Pam Dollard

Reviewed and approved:

DocuSigned by:



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University of Wisconsin-Stevens Point



University of Wisconsin

Stevens Point

01/01/17 to 12/31/17

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This affirmative action program contains confidential information that is subject to the provision of 18 U.S.C. 1905, *Chrysler Corp. v. Brown*, 441 U.S. 281, 19 FEP 475 (1979). Furthermore, release of any trade secret, confidential statistical or commercial information is considered arbitrary and capricious and is in violation of the Administrative Procedure Act. See *CNA Financial Corp. v. Donovan* 830 F.2nd 1132, 1144 and n. 73 (D.C. Cir.) certiorari denied, 485 U.S. 977 (1988). Copies of this affirmative action program and all related appendices, documents, and support data are made available on loan to the U.S. Government upon the request of said Government on the condition that the Government holds them totally confidential and does not release copies to any persons whatsoever. This affirmative action program and its appendices and other supporting documents contain much confidential information that may reveal, directly or indirectly, plans for business or geographical expansion or contraction. Pursuant to the Freedom of Information Act, this affirmative action program is exempt from disclosure, reproduction and distribution upon the grounds, among others, that such material constitutes 1) personnel files, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy, and that are exempt from disclosure under 5 U.S.C. 552(b) (6); 2) confidential, commercial or financial information, which is exempt from disclosure under 5 U.S.C. 552(b) (4); 3) investigatory records compiled for law enforcement purposes, the production of which would constitute an unwarranted invasion of personal privacy, and that are exempt from disclosure under 5 U.S.C. 552(b) (7) (C); and 4) matters specifically exempted from disclosure by statute, which are exempt from disclosure under 5 U.S.C. 552(b) (3). Notice is hereby given of a request that this Program be kept confidential.

University of Wisconsin-Stevens Point wishes to make it clear that it does not consent to the release of any information whatsoever contained in this affirmative action program under the Freedom of Information Act or otherwise. If the U.S. Government, or any agency or subdivision thereof, is considering breaching the conditions under which this affirmative action program was loaned to such government, or is considering a request of this Program under the Freedom of Information Act, request is hereby made that the Government immediately notify University of Wisconsin-Stevens Point and its counsel of any and all Freedom of Information Act requests by the government or any other contemplated release of this Program by the Government that relates to information obtained by the Government. University of Wisconsin-Stevens Point further requests that everyone who has any contact with this affirmative action program and its supporting appendices, documents and other data treats such information as totally confidential and that such information not be released to any person whatsoever. Retention or disclosure of information relating to identifiable individuals may also violate the Privacy Act of 1974.

INTRODUCTION

University of Wisconsin-Stevens Point develops an annual affirmative action program as one of several tools to implement the affirmative action policies effectively. The form, language and analysis of the program necessarily complies with the requirements of 41 CFR 60-2, et seq. (affirmative action programs) and other regulations established pursuant to the provisions of Executive Order 11246 and all other civil rights related laws and regulations that have or may be enacted, as amended. Accordingly, terminology such as "problem areas" and "utilization analysis" appearing in this affirmative action program is that which the organization is required to use by these regulations. The criteria used in relation to these terms are those specified by the Government. These terms have no independent legal or factual significance whatsoever. Although University of Wisconsin-Stevens Point uses this terminology and methodology in connection with this affirmative action program and the affirmative action policies, such usage does not necessarily signify that the organization agrees that these terms properly apply to any particular factual situation.

Information regarding identifiable individuals is private and confidentially maintained. Everyone who has official access to confidential data will exercise every precaution to protect this information.

DESIGNATION OF RESPONSIBILITY

41 CFR Section 60-2.17(a), 60-2.10(b)(2)(i)

Mr. Bernie Patterson, Chancellor, has overall responsibility for implementation of the Equal Employment Opportunity Policy. Pam Dollard, Equal Employment Opportunity Coordinator, assumes the responsibility for the development, implementation and monitoring of the affirmative action program, which includes all those positions located in subordinate and/or lower-level establishments for which the selection decisions are made at the corporate level.

Responsibility for the implementation and monitoring of the affirmative action program rests with the EEO Coordinator, whose responsibilities include but are not limited to the following:

1. Developing policy statements and affirmative action programs.
2. Developing internal and external communication procedures when appropriate.
3. Developing an internal audit and reporting system that:
 - a. Identifies areas that require remedial action, and develops programs to correct those problem areas.
 - b. Determines the degree to which the goals and objectives are reached.
4. Monitoring the following internal practices:
 - a. Proper display of EEO posters and policies.
 - b. Full participation of minority, female, and disabled employees in all University of Wisconsin-Stevens Point sponsored educational, training, recreational, and social activities.
5. Assisting management in solving any identified problems. It is the responsibility of department heads, managers, and supervisors to provide the EEO Coordinator with such information and/or statistical data as is necessary to measure progress toward the attainment of goals and to assure good faith efforts to implement the affirmative action program. Such information and/or statistical data are used to set reasonable placement goals.
6. Keeping management informed of the latest developments in the equal employment opportunity area.
7. Assisting employees in solving problems and resolving EEO complaints.
8. Serving as a liaison between University of Wisconsin-Stevens Point and appropriate women and minority groups.
9. Serving as a liaison between University of Wisconsin-Stevens Point and appropriate EEO enforcement agencies.

IDENTIFICATION OF PROBLEM AREAS

41 CFR Section 60-2.17(b)

As part of the monitoring practice, an analysis of personnel matters is conducted. The following items are considered:

1. Composition of the workforce by minority group and sex. Good faith placement goals are established where necessary.
2. Composition of applicant flow by minority group and sex. Corrective action is taken when appropriate whenever the referral ratio of women and minorities indicates a significantly higher percentage is being rejected as compared to non-minority and male applicants.
3. Compensation system. University of Wisconsin-Stevens Point evaluates its compensation system to determine whether there are gender, race or ethnicity-based disparities. The purpose of the analysis is to identify potential areas where impediments to equal employment opportunity may exist. Disparities alone do not necessarily indicate a problem area; there may be many non-discriminatory reasons for a disparity.
4. Selection process. The selection process includes: position descriptions, titles, application forms, pre-employment forms, interview procedures, test validity and administration, referral procedures, final selection process and similar factors. The application and related pre-employment forms are in compliance with federal guidelines, and position descriptions accurately reflect actual duties and responsibilities.

The following areas are reviewed annually to ensure the success of this affirmative action program:

- Transfer and promotion practices,
- Facility and University of Wisconsin-Stevens Point sponsored recreational, social and educational events,
- EEO posters,
- Policy statements,
- Training Programs, and
- Suitable housing and transportation does not inhibit recruitment efforts and employment of minorities.

CURRENT PROGRAM YEAR ANALYSIS

University of Wisconsin-Stevens Point has a total of 1175 employees with 635 females and 87 minorities included in this plan.

001 : MGT INFO PROS & MGT INFO OCC - This group consists of 30 employees, 11 females and 0 minorities. There are no placement goals for females but minorities have a placement goal of 18.5%. As shown on the Availability Analysis, 50.0% of the vacancies are hired from Portage County, Wisconsin, 50.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

002 : LAW & PUBLIC SAFETY - This group consists of 11 employees, 3 females and 0 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 50.0% of the vacancies are hired from Portage County, Wisconsin, 50.0% are hired from Wisconsin. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

003 : FISCAL & RELATED - This group consists of 39 employees, 34 females and 1 minority. There are no placement goals for females but minorities have a placement goal of 13.8%. As shown on the Availability Analysis, 50.0% of the vacancies are hired from Portage County, Wisconsin, 50.0% are hired from United States. Preliminary statistical significance is indicated in the female hire rate and the items outlined in the Action Oriented section will be followed. There is no statistically significant adverse impact indicated by the race hire rate. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

004 : TECH:SCI, LAB & HEALTH - This group consists of 19 employees, 15 females and 0 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 50.0% of the vacancies are hired from Portage County, Wisconsin, 50.0% are hired from United States. Preliminary statistical significance is indicated in the female hire rate and the items outlined in the Action Oriented section will be followed. There is no statistically significant adverse impact indicated by the race hire rate. There was no promotion activity. There was no termination activity.

005 : TECH:ENG, MEDIA & GRAPHIC ART - This group consists of 14 employees, 8 females and 0 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 50.0% of the vacancies are hired from Portage County, Wisconsin, 50.0% are hired from Wisconsin. There was no hiring activity. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

006 : ADM & PROG SPT/LIB & SR CLER - This group consists of 29 employees, 24 females and 0 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 50.0% of the vacancies are hired from Portage County, Wisconsin, 50.0% are hired from

Wisconsin. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

007 : GENERAL CLERICAL - This group consists of 62 employees, 58 females and 5 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 50.0% of the vacancies are hired from Portage County, Wisconsin, 50.0% are hired from Wisconsin. Preliminary statistical significance is indicated in the male hire rate and the items outlined in the Action Oriented section will be followed. There is no statistically significant adverse impact indicated by the race hire rate. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

008 : TRADES & PWR PLANT - This group consists of 31 employees, 1 female and 0 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 50.0% of the vacancies are hired from Portage County, Wisconsin, 50.0% are hired from Wisconsin. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

009 : MTL HNDLG, SKLD FD SRV, LBRERS - This group consists of 120 employees, 44 females and 9 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 50.0% of the vacancies are hired from Portage County, Wisconsin, 50.0% are hired from Wisconsin. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

020 : EXEC & SR LEVEL ADMINISTRATORS - This group consists of 17 employees, 7 females and 1 minority. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100.0% are hired from United States. Preliminary statistical significance is indicated in the male hire rate and the items outlined in the Action Oriented section will be followed. There is no statistically significant adverse impact indicated by the race hire rate. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

021 : RESEARCH SPECIALISTS - This group consists of 28 employees, 17 females and 0 minorities. There are no placement goals for females but minorities have a placement goal of 21.0%. As shown on the Availability Analysis, 50.0% of the vacancies are hired from Wisconsin, 50.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

022 : DIRECTORS - This group consists of 32 employees, 14 females and 1 minority. There are no

placement goals for females but minorities have a placement goal of 24.7%. As shown on the Availability Analysis, 100.0% are hired from United States. Preliminary statistical significance is indicated in the male hire rate and the items outlined in the Action Oriented section will be followed. The hire rate of one or more race groups indicates some preliminary statistical significance and the items outlined in the Action Oriented section will be followed. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

023 : ASSOC/ASST DIRECTORS - This group consists of 17 employees, 10 females and 1 minority. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

024 : PROGRAM MANAGERS - This group consists of 30 employees, 18 females and 0 minorities. There are placement goals of 85.8% for females and 13.1% for minorities. As shown on the Availability Analysis, 50.0% of the vacancies are hired from Portage County, Wisconsin, 50.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

025 : ADMIN/ACAD SPT PROFS - This group consists of 91 employees, 65 females and 3 minorities. There are no placement goals for females but minorities have a placement goal of 19.0%. As shown on the Availability Analysis, 75.0% of the vacancies are hired from Wisconsin, 25.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

026 : INFO SYS & UREL & MEDIA PROFS - This group consists of 33 employees, 16 females and 3 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 75.0% of the vacancies are hired from Wisconsin, 25.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. The hire rate of one or more race groups indicates some preliminary statistical significance and the items outlined in the Action Oriented section will be followed. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

027 : STUDENT SVCS SPT PROFS - This group consists of 106 employees, 60 females and 12 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 75.0% of the vacancies are hired from Wisconsin, 25.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. The hire rate of one or more race

groups indicates some preliminary statistical significance and the items outlined in the Action Oriented section will be followed. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

040 : INSTRUCT/RESEARCH AS:COFAC - This group consists of 18 employees, 14 females and 0 minorities. There are no placement goals for females but minorities have a placement goal of 24.9%. As shown on the Availability Analysis, 100.0% are hired from United States. Preliminary statistical significance is indicated in the male hire rate and the items outlined in the Action Oriented section will be followed. The hire rate of one or more race groups indicates some preliminary statistical significance and the items outlined in the Action Oriented section will be followed. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

041 : INSTRUCT/RESEARCH AS:CNR - This group consists of 4 employees, 4 females and 0 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

042 : INSTRUCT/RESEARCH AS:CLS - This group consists of 52 employees, 32 females and 7 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

043 : INSTRUCT/RESEARCH AS:CPS - This group consists of 46 employees, 33 females and 3 minorities. There are no placement goals for females but minorities have a placement goal of 24.9%. As shown on the Availability Analysis, 100.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

044 : INSTRUCT/RESEARCH AS:MISC - This group consists of 13 employees, 7 females and 0 minorities. There are no placement goals for females but minorities have a placement goal of 24.9%. As shown on the Availability Analysis, 100.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. The hire rate of one or more race groups indicates some preliminary statistical significance and the items outlined in the Action Oriented section will be followed. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

050 : FAC:FINE ARTS & COMMUNICATION - This group consists of 56 employees, 22 females and 5 minorities. There are no placement goals for females but minorities have a placement goal of 24.9%. As shown on the Availability Analysis, 100.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. The hire rate of one or more race groups indicates some preliminary statistical significance and the items outlined in the Action Oriented section will be followed.

There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

051 : FAC:COLS:HUMANITIES - This group consists of 42 employees, 10 females and 4 minorities. There are placement goals of 47.6% for females and 24.9% for minorities. As shown on the Availability Analysis, 100.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

052 : FAC:COLS:SOCIAL SCIENCES - This group consists of 40 employees, 17 females and 8 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. The hire rate of one or more race groups indicates some preliminary statistical significance and the items outlined in the Action Oriented section will be followed. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

053 : FAC:COLS:SCIENCE - This group consists of 72 employees, 25 females and 8 minorities. There are placement goals of 47.6% for females and 24.9% for minorities. As shown on the Availability Analysis, 100.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. The hire rate of one or more race groups indicates some preliminary statistical significance and the items outlined in the Action Oriented section will be followed. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

054 : FAC:NATURAL RESOURCES - This group consists of 42 employees, 13 females and 4 minorities. There are placement goals of 47.6% for females and 24.9% for minorities. As shown on the Availability Analysis, 100.0% are hired from United States. Preliminary statistical significance is indicated in the female hire rate and the items outlined in the Action Oriented section will be followed. There is no statistically significant adverse impact indicated by the race hire rate. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

055 : FAC:CPS - This group consists of 73 employees, 47 females and 11 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. The hire rate of one or more race groups indicates some preliminary statistical significance and the items outlined in the Action Oriented section will be followed. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

056 : FAC:MISC - This group consists of 8 employees, 6 females and 1 minority. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100.0% are hired from United States. There was no hiring activity. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

University of Wisconsin-Stevens Point encourages employees to pursue promotion opportunities and training to prepare for new jobs and maintain and improve performance, and uses alternate recruitment

sources when necessary to attract more qualified external applicants.

ORGANIZATIONAL PROFILE

41 CFR Section 60-2.11

The organizational profile depicts staffing patterns within University of Wisconsin-Stevens Point that assist in identifying organizational units where women or minorities may be underrepresented or concentrated. It is one method used to identify potential barriers to equal employment opportunity.

University of Wisconsin-Stevens Point determines annually whether to include the Organizational Display or the Workforce Analysis as its Organizational Profile as part of producing the yearly affirmative action program.

Organizational Display

The Organizational Display is a detailed presentation of the University of Wisconsin-Stevens Point organizational structure. It identifies each organizational unit and shows the relationship to other organizational units.

An organizational unit is any component part of the University of Wisconsin-Stevens Point corporate structure. It might be a department, division, section, branch, group, project team, job family, or similar component. This includes an umbrella unit (such as a department) that contains a number of subordinate units, and it separately includes each of the subordinate units (such as sections or branches).

For each organizational unit, the organizational display includes the following:

1. The name of the unit;
2. The job title, gender, race, and ethnicity of the unit supervisor(s) (if the unit has a supervisor);
3. The total number of male and female incumbents; and
4. The total number of male and female incumbents in each of the separate minority groups.

Workforce Analysis

The Workforce Analysis is a listing of each job title, as it appears in applicable collective bargaining agreements or payroll records, ranked from the lowest paid to the highest paid within each department or other similar organizational unit including departmental or unit supervision.

Where there are separate work units or lines of progression within a department, a separate Line of Progression Report is provided for each such work unit or line, including unit supervisors. The order of the jobs in the line through which an employee could move to the top of the line is indicated on the report.

Where there are no formal progression lines or usual promotional sequences, job titles are listed in order of wage rates or salary ranges by departments, job families or disciplines.

The total number of incumbents in each minority classification is given for each job title. All job titles, including all managerial job titles, are listed.

University of Wisconsin-Stevens Point
2100 Old Main
Stevens Point, WI 54481

Organizational Display

41 CFR Section 60-2.11 (b)

K153000 : Business Affairs - Total Employees: 7; 2WM / 5WF

A40NN : VICE CHANCELLOR - WF

K900900 : COLLEGE OF Natural Resource - Total Employees: 7; 2WM / 5WF

A20NN : DEAN - WF

K101310 : Student Affairs - Total Employees: 3; 2WF / 1BM

A40NN : VICE CHANCELLOR - BM

K700700 : Professional Studies - Total Employees: 5; 2WM / 3WF

A20NN : DEAN - WM

K800800 : Fine Arts & Communication - Total Employees: 6; 6WF

A20NN : DEAN - WF

K501110 : Information Technology - Total Employees: 30; 22WM / 8WF

K10DL : DIR, COMPUTER SRV/L - WM

K101305 : DEAN OF STUDENTS - Total Employees: 4; 1WM / 3WF

A44NN : ASST VICE CHANCELLOR - WM

K153100 : HUMAN RES & AFFIRM ACTION - Total Employees: 10; 2WM / 8WF

L54DM : DIR. HUMAN RESOURCES/M - WF

K154000 : UNIV POLICE & SECURITY SRVCS - Total Employees: 9; 8WM / 1WF

L72DM : DIR, PROTECTIVE SRV/M - WM

K155000 : Facilities Services - Total Employees: 14; 10WM / 4WF

L62DM : DIR, PHYSICAL PLANT/M - WM

K908400 : Natural Resource - Total Employees: 63; 35WM / 25WF / 1HM / 2AM

A51NN : ASSOCIATE DEAN - WM

K901101 : WIST (WI INST SUSTAIN TECHNOL) - Total Employees: 2; 1WM / 1WF

M94DN : DIR, UNSPECIFIED (8) - WM

K153501 : Controllers Office - Total Employees: 3; 3WF

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Organizational Display

41 CFR Section 60-2.11 (b)

J22DM : CONTROLLER/M - WF

K107100 : ATHLETICS - Total Employees: 40; 27WM / 11WF / 1AM / 1TM

J78DM : DIR, ATHLETICS/M - WM

K600662 : Northern Aquaculture Facility - Total Employees: 4; 3WM / 1WF

M94DN : DIR, UNSPECIFIED (8) - WM

K103172 : UC Admin - Total Employees: 8; 4WM / 4WF

M14DM : DIR, STUDENT UNION/M - WF

K409000 : REGISTRAR - Total Employees: 9; 1WM / 7WF / 1HF

J26DM : REGISTRAR/M - WM

K402003 : CONTINUING EDUC & OUTREACH - Total Employees: 23; 6WM / 15WF / 1BF / 1AF

K14DS : DIR, CONT EDUC/S - WM

K103000 : STUDENT HEALTH SERVICE - Total Employees: 21; 3WM / 18WF

M93DN : DIR, UNSPECIFIED (7) - WF

K600600 : Letters & Science - Total Employees: 13; 4WM / 9WF

A51NN : ASSOCIATE DEAN - WF

K103500 : DINING & SUMMER CONFERENCES - Total Employees: 34; 15WM / 15WF / 1HM / 1HF / 1AM / 1TM

K48DM : DIR, DINING SERVICES/M - WF

K407030 : FINANCIAL AID - Total Employees: 10; 10WF

K44DM : DIR, FINAN AID/M - WF

K010100 : Chancellors Office - Total Employees: 2; 1WM / 1WF

T22DN : SPECIAL ASSISTANT - WM

K102800 : Residential Living - Total Employees: 45; 20WM / 23WF / 1BM / 1TF

M32DM : DIR, UNIV HOUSING/M - WM

K405000 : ADMISSIONS - Total Employees: 12; 2WM / 5WF / 3BM / 1HF / 1AF

J54DM : DIR, ADMISSIONS/M - WM

K101800 : Counseling Center - Total Employees: 8; 3WM / 5WF

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Organizational Display

41 CFR Section 60-2.11 (b)

K16DM : DIR, COUNSEL SERV/M - WF

K153800 : RISK MANAGEMENT - Total Employees: 3; 1WM / 2WF

M93DN : DIR, UNSPECIFIED (7) - WM

K408000 : INTERNAT'L STUDENTS & SCHOLARS - Total Employees: 10; 3WM / 5WF / 1IF / 1TF

M93DN : DIR, UNSPECIFIED (7) - WM

K010300 : UNIV COMMUNICATION & MARKETING - Total Employees: 10; 2WM / 7WF / 1AM

M93DN : DIR, UNSPECIFIED (7) - WM

K101900 : DIVERSITY & COLLEGE ACCESS - Total Employees: 4; 2WF / 1HM / 1HF

M92DN : DIR, UNSPECIFIED (6) - HF

K101400 : UNIV CHILD LEARN & CARE CTR - Total Employees: 7; 7WF

K06DM : DIR, CHILD CARE/M - WF

K908624 : Schmeeckle - Total Employees: 5; 4WM / 1WF

N58NN : CONSULTANT - WM

K908025 : Treehaven - Total Employees: 5; 3WM / 2WF

M93DN : DIR, UNSPECIFIED (7) - WM

K400400 : Academic Affairs - Total Employees: 13; 3WM / 10WF

M12DM : DIR, STUDENT SERV/M - WF

K306001 : LIBRARY PUBLIC SERVICES - Total Employees: 24; 6WM / 17WF / 1AF

M93DN : DIR, UNSPECIFIED (7) - WF

K153508 : General Ledger Accounting - Total Employees: 5; 1WM / 4WF

580 : FINANCIAL PROG SUPV - WF

K153611 : Bursar - Total Employees: 7; 7WF

580 : FINANCIAL PROG SUPV - WF

K902000 : CWES - Total Employees: 5; 3WM / 2WF

M92DN : DIR, UNSPECIFIED (6) - WM

K301000 : UNIVERSITY COLLEGE - Total Employees: 6; 1WM / 4WF / 1AF

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Organizational Display

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M93DN : DIR, UNSPECIFIED (7) - WF

K103313 : Cardio Center - Total Employees: 2; 2WF

M14LM : ASST DIR, STD UNION/M - WF

K304000 : TUTOR LEARNING CENTER - Total Employees: 8; 2WM / 5WF / 1TF

M93DN : DIR, UNSPECIFIED (7) - WF

K050100 : UNIVERSITY ADVANCEMENT - Total Employees: 17; 7WM / 8WF / 1BF / 1IF

J72DM : DIR, ALUMNI REL/M - WF

K707500 : HPHD - Total Employees: 23; 4WM / 16WF / 1BF / 2AF

P80NS : UNIV DINING MANAGER I - WF

K103200 : University Store - Total Employees: 5; 1WM / 4WF

M14LM : ASST DIR, STD UNION/M - WF

K908271 : BOW - Total Employees: 1; 1WF

K907400 : PAPER SCIENCE & ENGINEERING - Total Employees: 4; 2WM / 1WF / 1AM

K905102 : CTR FOR WATERSHED SCI & ED - Total Employees: 6; 3WM / 3WF

K905001 : UW Extension CNR - Total Employees: 10; 2WM / 8WF

K904600 : CO-OP FISHERIES UNIT - Total Employees: 6; 5WM / 1WF

K901002 : WCEE (WI CTR FOR ENVIRO ED) - Total Employees: 8; 8WF

K808500 : Aber Suzuki Center - Total Employees: 13; 2WM / 10WF / 1AM

K808300 : Music - Total Employees: 28; 13WM / 14WF / 1HM

K806100 : Theatre & Dance - Total Employees: 19; 10WM / 9WF

K805800 : Communication - Total Employees: 21; 10WM / 9WF / 1HM / 1AF

K805100 : Art & Design - Total Employees: 17; 6WM / 8WF / 1HM / 1AM / 1AF

K708400 : Business & Economics - Total Employees: 34; 18WM / 10WF / 3HM / 3AF

K708200 : Military Science - Total Employees: 1; 1WF

K708100 : Health Care Professions - Total Employees: 14; 3WM / 11WF

K707700 : Interior Architecture - Total Employees: 8; 2WM / 5WF / 1AF

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K707000 : ATHLETIC TRAINING - Total Employees: 3; 1WM / 2WF
K706300 : Education - Total Employees: 34; 6WM / 23WF / 1BM / 1BF / 1HF / 1AM / 1AF
K705900 : COMMUNICATION SCI & DISORDER - Total Employees: 20; 3WM / 17WF
K608900 : Political Science - Total Employees: 6; 3WM / 1WF / 1HM / 1AF
K608800 : Physics - Total Employees: 12; 8WM / 3WF / 1AM
K608700 : Philosophy - Total Employees: 9; 6WM / 2WF / 1AM
K608150 : Computing&New Media Technology - Total Employees: 14; 7WM / 3WF / 2AM / 2AF
K608000 : Mathematical Sciences - Total Employees: 26; 14WM / 8WF / 2AM / 1AF / 1TM
K607600 : SOCIOLOGY & SOCIAL WORK - Total Employees: 16; 2WM / 10WF / 2AM / 1AF / 1IM
K607300 : Psychology - Total Employees: 17; 6WM / 10WF / 1AM
K607100 : HISTORY & INTERNATIONAL STUDY - Total Employees: 16; 9WM / 5WF / 1AF / 1TF
K606800 : Geography & Geology - Total Employees: 14; 7WM / 5WF / 1BM / 1AM
K606600 : WORLD LANGUAGES & LITERATURES - Total Employees: 11; 5WM / 3WF / 2HF / 1AF
K606500 : English - Total Employees: 31; 14WM / 16WF / 1AF
K605500 : Chemistry - Total Employees: 24; 16WM / 8WF
K605300 : BIOLOGY - Total Employees: 35; 14WM / 19WF / 1HF / 1AM
K604500 : Museum of Natural History - Total Employees: 2; 1WM / 1WF
K501190 : Administrative Info Systems - Total Employees: 5; 3WM / 2WF
K501180 : Telephone Support Office - Total Employees: 3; 1WM / 2WF
K501124 : Web & Media Services - Total Employees: 3; 2WM / 1WF
K403500 : International Programs - Total Employees: 5; 5WF
K400412 : COMMON COUNCIL - Total Employees: 1; 1WF
K308000 : CITL (CTR-INCLS TEACH & LEARN) - Total Employees: 2; 2WM
K303000 : DISABILITY & ASSIST TECHN CTR - Total Employees: 3; 1WM / 2WF
K302000 : ACADEMIC & CAREER ADV CENTER - Total Employees: 7; 1WM / 5WF / 1BM
K155151 : Central Stores - Total Employees: 2; 1WM / 1WF

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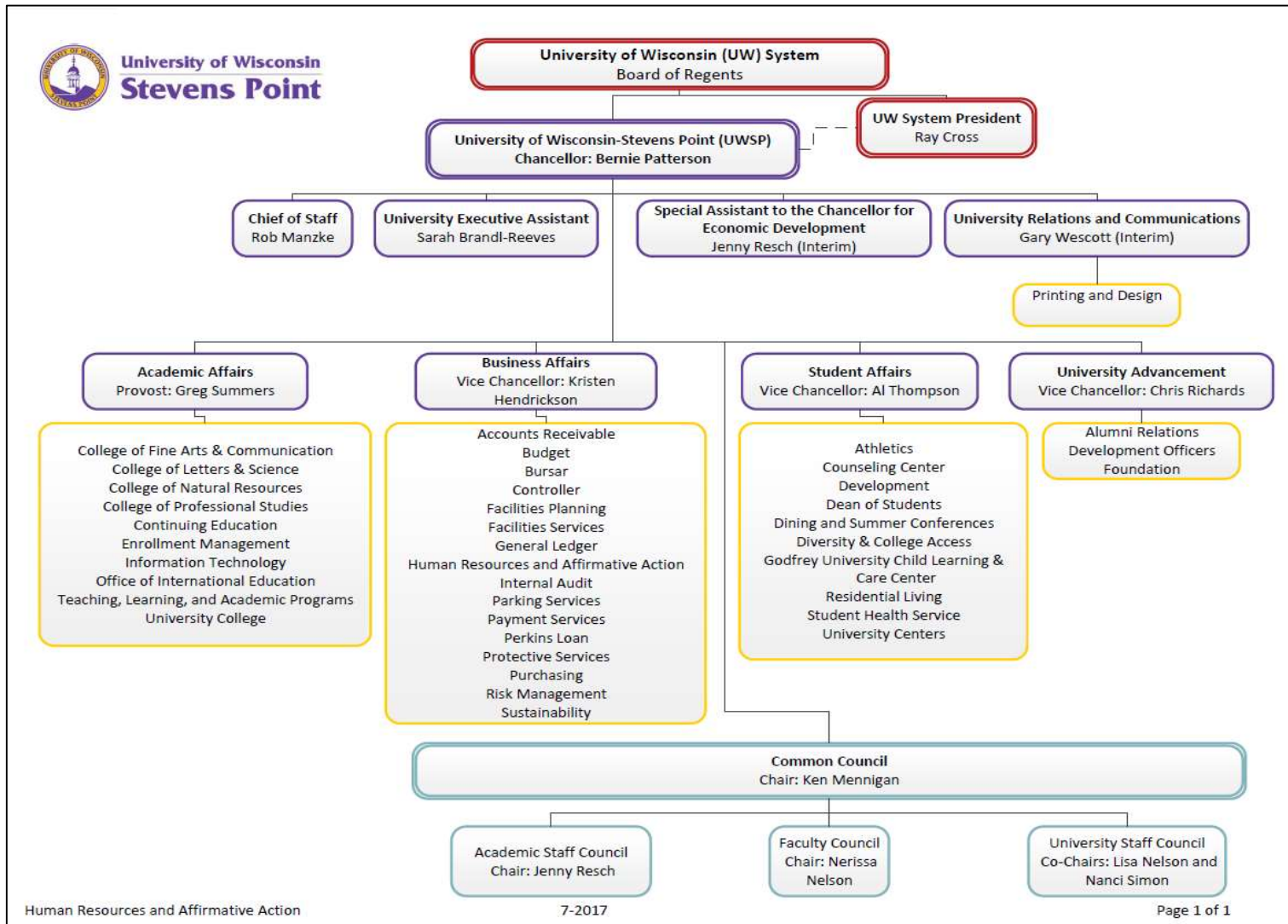
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K155141 : PM Maintenance - Total Employees: 8; 8WM
K155131 : AM Maintenance - Total Employees: 9; 8WM / 1TM
K155123 : Academic Custodial - Total Employees: 47; 26WM / 16WF / 2HM / 2HF / 1AM
K155121 : Auto Shop - Total Employees: 1; 1WM
K155120 : Grounds - Total Employees: 6; 4WM / 2WF
K155101 : Heating Plant - Total Employees: 9; 9WM
K155078 : Surplus Sales - Total Employees: 1; 1WF
K155076 : Resource Recovery - Total Employees: 1; 1WM
K153700 : Parking Services - Total Employees: 2; 1WM / 1WF
K153529 : Payment Services - Total Employees: 3; 3WF
K153520 : Purchasing - Total Employees: 2; 2WF
K153505 : Internal Audit - Total Employees: 1; 1WF
K153200 : Facilities Planning - Total Employees: 1; 1WM
K103315 : Point Card Office - Total Employees: 1; 1WM
K103312 : CAMPUS RESERVATIONS - Total Employees: 2; 2WF
K103158 : UC Program Services - Total Employees: 7; 4WM / 3WF
K103154 : CAMPUS ACTIV & STUDENT ENGMT - Total Employees: 2; 1WM / 1WF
K103152 : UNIV INFO & TICKET CENTER - Total Employees: 1; 1WM
K102850 : RESIDENTIAL LIVING BLD & GRDS - Total Employees: 2; 1WM / 1WF
K101969 : Upward Bound - Total Employees: 4; 2WM / 2WF
K010310 : Printing & Design - Total Employees: 3; 1WM / 2WF

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WORKFORCE BY JOB GROUP
41 CFR Sections 60-2.12, 60-2.17(b)(1)

The Job Group Analysis groups jobs with similar content, wage rates, and opportunities into job groups. This analysis includes a list of the job titles that constitute each job group.

PLACEMENT OF INCUMBENTS IN JOB GROUPS
41 CFR Section 60-2.13

University of Wisconsin-Stevens Point states separately the percentage of minorities and the percentage of women it employs in each job group established pursuant to Sec. 60-2.12.

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Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
001 : MGT INFO PROS & MGT INFO OCC																
13362 : IS NET SERV SENIOR	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13372 : IS SYS DEV SRV SENIOR	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13373 : IS SYS DEV SRV SPEC	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13461 : IS TECH SRV PROF	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13462 : IS TECH SRV SENIOR	6	6	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13463 : IS TECH SRV SPEC	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13661 : IS BUS AUTO ANALYST	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13662 : IS BUS AUTO SENIOR	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13902 : IS RESOURC SUP TECH I	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13903 : IS RESOURC SUP TECH S	2	2	0	0	0	0	0	0	4	4	0	0	0	0	0	0
R82BN : SR DATA BASE ADMINSTR	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S45BN : SR IS SPECIALIST	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S45DN : IS SPECIALIST	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S45FN : ASSOC IS SPECIALIST	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S81BN : SR NETWORK SPEC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	19	19	0	0	0	0	0	0	11	11	0	0	0	0	0	0
Job Group Percentages :	63.3	63.3	0.0	0.0	0.0	0.0	0.0	0.0	36.7	36.7	0.0	0.0	0.0	0.0	0.0	0.0

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Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
002 : LAW & PUBLIC SAFETY																
23900 : POLICE SERVICE ASSOC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
4361 : RISK MGT SPEC	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
65200 : POLICE OFFICER	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65420 : SECURITY SUP	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65512 : SECURITY OFFR 2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65514 : SECURITY OFFR 4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	8	8	0	0	0	0	0	0	3	3	0	0	0	0	0	0
Job Group Percentages :	72.7	72.7	0.0	0.0	0.0	0.0	0.0	0.0	27.3	27.3	0.0	0.0	0.0	0.0	0.0	0.0

~ : Part Time

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Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
003 : FISCAL & RELATED																
10401 : PURCHASING AGENT	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10402 : PURCHASING AGENT-OBJ	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10403 : PURCHASING AGENT-SEN	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
12261 : PUBLICATIONS EDITOR	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
160 : ACCOUNTANT	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
161 : FINANCIAL SPECIALIST	0	0	0	0	0	0	0	0	2	1	0	0	0	1	0	0
162 : FINANCIAL SPECIALIST SENIOR	2	2	0	0	0	0	0	0	14	14	0	0	0	0	0	0
204 : AUDITOR - SENIOR	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
263 : ACCOUNTANT - JOURNEY	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
320 : FINANCIAL SPEC SUPV	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
580 : FINANCIAL PROG SUPV	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
9210 : BUD & POL ANA DIV ADV	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9710 : BUD & POL ANA DIV	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P52NS : FINANCIAL PROG MANAGER I	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R10DN : ACCOUNTANT	1	1	0	0	0	0	0	0	4	4	0	0	0	0	0	0
R26DM : BUDGET PLANNER/M	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	5	5	0	0	0	0	0	0	34	33	0	0	0	1	0	0
Job Group Percentages :	12.8	12.8	0.0	0.0	0.0	0.0	0.0	0.0	87.2	84.6	0.0	0.0	0.0	2.6	0.0	0.0

~ : Part Time

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Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
004 : TECH:SCI, LAB & HEALTH																
23001 : MEDICAL PROGRAM ASST	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
34403 : MICRO LAB TECH S	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
35662 : MEDICAL ASSISTANT 2	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
36402 : PHARMACY TECH - OBJ	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
38500 : LICENSED PRAC NURSE	0	0	0	0	0	0	0	0	6	6	0	0	0	0	0	0
41162 : MED TECH SR	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
46073 : ANIM RESRCH TECH SEN	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
56100 : ENVIRONMENTAL COORD	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
90870 : FISHERIES TECH ADV	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R30FN : ASSOC CHEMIST	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R48DN : CLINICAL PHARMACIST	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R54DN : CLIN PHYSICIAN ASST	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S78DN : MEDICAL TECH	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T14BN : SR REHAB SPECIALIST	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	4	4	0	0	0	0	0	0	15	15	0	0	0	0	0	0
Job Group Percentages :	21.1	21.1	0.0	0.0	0.0	0.0	0.0	0.0	78.9	78.9	0.0	0.0	0.0	0.0	0.0	0.0

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Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
005 : TECH:ENG, MEDIA & GRAPHIC ART																
12361 : COMM SPEC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
12362 : COMM SPEC SENR	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
24863 : ENGR SPEC ADV 1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26062 : FACILITY DESIGN JOURN	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
61363 : GRAPHIC DESIGNER-SEN	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
61570 : PRINTING TECH	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
83410 : INSTRUMENT SHOP COORD	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
93120 : ELECTRONICS SUPV	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
93173 : ELECT TECH MEDIA SENR	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R16DN : ARTIST	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R16FN : ASSOC ARTIST	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S52DN : INSTRUMENTATION SPEC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S54DN : INSTRUMENTATION TECH	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	6	6	0	0	0	0	0	0	8	8	0	0	0	0	0	0
Job Group Percentages :	42.9	42.9	0.0	0.0	0.0	0.0	0.0	0.0	57.1	57.1	0.0	0.0	0.0	0.0	0.0	0.0

~ : Part Time

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Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
006 : ADM & PROG SPT/LIB & SR CLER																
15100 : ADMIN TELECOM SPEC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16410 : PRG ASST ADV CONF	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
18500 : UNIV CONF COORDINATOR	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
19510 : HR ASST ADV	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
19813 : STU STATUS EXAM ASSOC	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
21312 : PAY & BEN SPECIALIST ADVANCED	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
5300 : UNIVERSITY BUS SPEC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
57762 : LIBRY SER ASST-SENIOR	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
57764 : LIBRY SER ASST - ADV	1	1	0	0	0	0	0	0	4	4	0	0	0	0	0	0
6500 : UW PROG SPEC	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
7010 : UNIV EXEC STAFF ASST	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
7480 : UW ADMIN PROG SUPV	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
82520 : PRINTING SRV SUP	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8400 : UNIV BENEFIT SPEC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9471 : PROG & POL ANALYST	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	5	5	0	0	0	0	0	0	24	24	0	0	0	0	0	0
Job Group Percentages :	17.2	17.2	0.0	0.0	0.0	0.0	0.0	0.0	82.8	82.8	0.0	0.0	0.0	0.0	0.0	0.0

~ : Part Time

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Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
007 : GENERAL CLERICAL																
16000 : OFFICE ASSOCIATE	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16160 : OFFICE OPER ASSOCIATE	1	1	0	0	0	0	0	0	6	6	0	0	0	0	0	0
16320 : PRG ASST SUP	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
16470 : OPER PROGRAM ASSOC	1	1	0	0	0	0	0	0	5	5	0	0	0	0	0	0
16600 : UNIV SERVICES ASSOC 1	0	0	0	0	0	0	0	0	4	3	0	0	1	0	0	0
16660 : UNIV SERVICES ASSOC 2	0	0	0	0	0	0	0	0	19	17	0	0	1	1	0	0
8500 : UNIV SVC PRG ASSOC	2	2	0	0	0	0	0	0	20	18	1	1	0	0	0	0
D80BN : SENIOR LECTURER	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	4	4	0	0	0	0	0	0	58	53	1	1	2	1	0	0
Job Group Percentages :	6.5	6.5	0.0	0.0	0.0	0.0	0.0	0.0	93.5	85.5	1.6	1.6	3.2	1.6	0.0	0.0

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Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
008 : TRADES & PWR PLANT																
76020 : BLDGS/GROUNDS SUPV	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76120 : BLDGS/GROUNDS SUPT	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76260 : CARPENTER	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76300 : ELECTRICIAN	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76400 : PAINTER	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76500 : PLUMBER	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76600 : STEAMFITTER	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77102 : POWER PLNT OPER-SENR	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77103 : POWER PLNT OPER INCHG	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77262 : HVAC/REFRIG SPEC-ADV	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77520 : POWER PLANT SUPERINT	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
83102 : AUTO/EQUIP TECH-DEV	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
83104 : AUTO/EQUIP TECH-MASTR	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
91302 : LOCKSMITH - JOURNEY	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P67NS : PHYS PLANT PROG MANAGER I	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	30	30	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Percentages :	96.8	96.8	0.0	0.0	0.0	0.0	0.0	0.0	3.2	3.2	0.0	0.0	0.0	0.0	0.0	0.0

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Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
009 : MTL HNDLG, SKLD FD SRV, LBRERS																
20502 : INV CONTROL COOR-ADV	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20520 : INVENT CONTROL SUP	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76021 : BLDGS/GROUNDS SUPV NON-EXEMPT	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76101 : FACILITIES MAINT SPEC	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76102 : FAC MAINT SPEC ADV	3	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0
76125 : FAC REPAIR WORKER	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76126 : FAC REPAIR WORKER-ADV	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76220 : CUSTODIAL SRV SUPV	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76320 : CUSTODIAL SRV PRO SUP	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
84220 : FOOD SRV MGR	2	1	0	0	0	0	0	1	2	2	0	0	0	0	0	0
84402 : COOK 2	3	3	0	0	0	0	0	0	2	2	0	0	0	0	0	0
84800 : FOOD PRODUCTION ASST	5	5	0	0	0	0	0	0	2	2	0	0	0	0	0	0
84802 : FOOD SERVICE ASST 2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
84804 : FOOD SERVICE ASST 4	2	1	0	0	1	0	0	0	6	6	0	0	0	0	0	0
84840 : EXECUTIVE CHEF	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
84901 : FOOD RETA/CAT LEAD 1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
84903 : FOOD RETA/CAT LEAD 3	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
88910 : UPHOLSTERER	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
89161 : CUSTODIAN	32	29	0	2	1	0	0	0	25	23	0	2	0	0	0	0
89162 : CUSTODIAN LEAD	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
90170 : GROUNDS CREW LEAD	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
90430 : GARDENER	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
91050 : GROUNDSKEEPER	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
91300 : LABORER	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P80NL : UNIV DINING MANAGER III	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P80NS : UNIV DINING MANAGER I	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	76	69	0	3	2	0	0	2	44	42	0	2	0	0	0	0
Job Group Percentages :	63.3	57.5	0.0	2.5	1.7	0.0	0.0	1.7	36.7	35.0	0.0	1.7	0.0	0.0	0.0	0.0

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	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
020 : EXEC & SR LEVEL ADMINISTRATORS																
A20NN : DEAN	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0
A40NN : VICE CHANCELLOR	3	2	1	0	0	0	0	0	1	1	0	0	0	0	0	0
A42NN : ASSOC VICE CHANCELLOR	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
A44NN : ASST VICE CHANCELLOR	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A51NN : ASSOCIATE DEAN	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N23NM : ASSOCIATE DEAN/M	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T22DN : SPECIAL ASSISTANT	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	10	9	1	0	0	0	0	0	7	7	0	0	0	0	0	0
Job Group Percentages :	58.8	52.9	5.9	0.0	0.0	0.0	0.0	0.0	41.2	41.2	0.0	0.0	0.0	0.0	0.0	0.0

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Job Code : Job Title	Males								Females								
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
021 : RESEARCH SPECIALISTS																	
E10BN : SENIOR SCIENTIST	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E10LN : ASSISTANT SCIENTIST	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P12NS : ACAD ARCHIVIST I	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R44BN : SR CLIN NURSE SPEC	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
R54BN : SR CL PHYSICIAN ASST	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
S92FN : ASSOC OUTREACH SPEC	1	1	0	0	0	0	0	0	7	7	0	0	0	0	0	0	0
T02BN : SR PHYSICIAN	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0
T08BN : SR PSYCHOLOGIST	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
T08DN : PSYCHOLOGIST	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
T16DN : RESEARCH SPECIALIST	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
T16FN : ASSOC RESEARCH SPEC	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Job Group Totals :	11	11	0	0	0	0	0	0	17	17	0	0	0	0	0	0	0
Job Group Percentages :	39.3	39.3	0.0	0.0	0.0	0.0	0.0	0.0	60.7	60.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
022 : DIRECTORS																
J22DM : CONTROLLER/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
J26DM : REGISTRAR/M	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
J54DM : DIR, ADMISSIONS/M	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
J72DM : DIR, ALUMNI REL/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
J78DM : DIR, ATHLETICS/M	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K06DM : DIR, CHILD CARE/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
K10DL : DIR, COMPUTER SRV/L	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K14DS : DIR, CONT EDUC/S	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K16DM : DIR, COUNSEL SERV/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
K44DM : DIR, FINAN AID/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
K48DM : DIR. DINING SERVICES/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
L54DM : DIR. HUMAN RESOURCES/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
L62DM : DIR, PHYSICAL PLANT/M	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L72DM : DIR, PROTECTIVE SRV/M	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M12DM : DIR, STUDENT SERV/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M14DM : DIR, STUDENT UNION/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M32DM : DIR, UNIV HOUSING/M	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M92DN : DIR, UNSPECIFIED (6)	2	2	0	0	0	0	0	0	1	0	0	1	0	0	0	0

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	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
M93DN : DIR, UNSPECIFIED (7)	4	4	0	0	0	0	0	0	4	4	0	0	0	0	0	0
M94DN : DIR, UNSPECIFIED (8)	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N58NN : CONSULTANT	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	18	18	0	0	0	0	0	0	14	13	0	1	0	0	0	0
Job Group Percentages :	56.3	56.3	0.0	0.0	0.0	0.0	0.0	0.0	43.8	40.6	0.0	3.1	0.0	0.0	0.0	0.0

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Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
023 : ASSOC/ASST DIRECTORS																
J26FM : ASSOC REGISTRAR/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
J42LM : ASST DIR, ACD ADV/M	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
J44LL : ASST DIR, ACD CMP S/L	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
J54FM : ASSOC DIR, ADMISSIONS/M	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
J72LM : ASST DIR, ALUMNI RL/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
K10FL : ASSOC DIR, CMPTR SV/L	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K14LM : ASST DIR, CONT ED/M	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K44FM : ASSOC DIR, FIN AID/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
L54FS : ASSOC DIR. HUMAN RESOURCES/S	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M14FM : ASC DIR, STD UNION/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M14LM : ASST DIR, STD UNION/M	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
M32LM : ASST DIR, UNV HOUS/M	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0
Job Group Totals :	7	6	1	0	0	0	0	0	10	10	0	0	0	0	0	0
Job Group Percentages :	41.2	35.3	5.9	0.0	0.0	0.0	0.0	0.0	58.8	58.8	0.0	0.0	0.0	0.0	0.0	0.0

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Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
024 : PROGRAM MANAGERS																
P14NM : ADMIN PRG MANAGER II	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P14NS : ADMIN PRG MANAGER I	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P50NL : DEVELOPT PRG MGR III	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P50NS : DEVELOPT PRG MGR I	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P55NM : INSTRUCTL PRG MGR II	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P55NS : INSTRUCTL PRG MGR I	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0
P60NM : LABORATORY MGR II	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P60NS : LABORATORY MGR I	3	3	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P65NM : OUTREACH PROG MGR II	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0
P65NS : OUTREACH PROG MGR I	2	2	0	0	0	0	0	0	5	5	0	0	0	0	0	0
P75NM : STUDENT SV PR MGR II	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
R72BN : SR COUNSELOR	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	12	12	0	0	0	0	0	0	18	18	0	0	0	0	0	0
Job Group Percentages :	40.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0	60.0	60.0	0.0	0.0	0.0	0.0	0.0	0.0

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	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
025 : ADMIN/ACAD SPT PROFS																
18060 : DEAN ASSISTANT	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
24060 : ACADEMIC DEPT ASSOC	0	0	0	0	0	0	0	0	19	17	0	0	2	0	0	0
R07BN : SR ADMIN PRGM SPEC	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07DN : ADMIN PROGRAM SPEC	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07FN : ASSOC ADMIN PRGM SPEC	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
R08BN : SR ADMIN SPECIALIST	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0
R08DN : ADMIN SPECIALIST	3	3	0	0	0	0	0	0	8	8	0	0	0	0	0	0
R08FN : ASSOC ADM SPECIALIST	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R10FN : ASSOC ACCOUNTANT	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S06DN : FACILITIES PLAN SPEC	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S36FN : ASSOC HUMAN RESOURCES SPEC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S46DN : INSTITUTIONAL PLANNER	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S48BN : SR INSTRUCTIONAL SPEC	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S48DN : INSTRUCTIONAL SPEC	2	1	0	0	1	0	0	0	3	3	0	0	0	0	0	0
S48FN : ASSOC INSTRUCTNL SPEC	1	1	0	0	0	0	0	0	8	8	0	0	0	0	0	0
S52BN : SR INSTRUMENT SPEC	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S92BN : SR OUTREACH SPEC	2	2	0	0	0	0	0	0	10	10	0	0	0	0	0	0
S92DN : OUTREACH SPECIALIST	7	7	0	0	0	0	0	0	5	5	0	0	0	0	0	0

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	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Job Group Totals :	26	25	0	0	1	0	0	0	65	63	0	0	2	0	0	0
Job Group Percentages :	28.6	27.5	0.0	0.0	1.1	0.0	0.0	0.0	71.4	69.2	0.0	0.0	2.2	0.0	0.0	0.0

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	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
026 : INFO SYS & UREL & MEDIA PROFS																	
13603 : IS COMP SUPP TECH SR	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
6301 : MARKETING SPEC	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	
R16BN : SR ARTIST	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
R84BN : SR DEVELOP SPECIALIST	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
R84DN : DEVELOP SPECIALIST	1	1	0	0	0	0	0	0	3	2	1	0	0	0	0	0	
R84FN : ASSOC DEVELOP SPEC	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
S42FN : ASSOC INFORMATION MGR	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
S44BN : SR INFORM PROC CONSLT	7	7	0	0	0	0	0	0	3	3	0	0	0	0	0	0	
S44DN : INFORM PROCESS CONSLT	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
S44FN : ASSOC INF PROC CONSLT	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
S74DN : MARKETING SPECIALIST	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0	
S76BN : SR MEDIA SPECIALIST	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
T54BN : SR UNIV REL SPEC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
T54FN : ASSOC UNIV REL SPEC	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0	
Job Group Totals :	17	16	0	0	1	0	0	0	16	14	1	1	0	0	0	0	
Job Group Percentages :	51.5	48.5	0.0	0.0	3.0	0.0	0.0	0.0	48.5	42.4	3.0	3.0	0.0	0.0	0.0	0.0	

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41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
027 : STUDENT SVCS SPT PROFS																
N54DN : COACH	8	7	0	0	0	0	0	1	6	6	0	0	0	0	0	0
N54LN : ASST COACH	16	16	0	0	0	0	0	0	2	2	0	0	0	0	0	0
P16NL : ATHLETIC TRAINER III	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P16NM : ATHLETIC TRAINER II	1	0	0	0	1	0	0	0	1	1	0	0	0	0	0	0
R12BN : SR ADVISOR	1	1	0	0	0	0	0	0	6	5	0	0	1	0	0	0
R12DN : ADVISOR	3	3	0	0	0	0	0	0	10	9	0	0	0	0	0	1
R12FN : ASSOC ADVISOR	3	1	2	0	0	0	0	0	4	3	0	1	0	0	0	0
R86FN : ASSOC DVLPMT SKILL SP	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T12DN : RECREATION SPECIALIST	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T12FN : ASSOC RECREATION SPEC	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T18FN : ASSOC RES HALL MGR	5	4	1	0	0	0	0	0	7	6	0	0	0	0	0	1
T25BN : SR STUDENT SERV COORD	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
T25DN : STUDENT SERVICES CORD	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	1
T25FN : ASSOC STU SERV COORD	3	2	1	0	0	0	0	0	6	6	0	0	0	0	0	0
T26BN : SR STUDENT SERV SPEC	1	1	0	0	0	0	0	0	4	4	0	0	0	0	0	0
T26DN : STUDENT SERVICES SPEC	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
T26FN : ASSOC STUDENT SV SPEC	2	1	0	1	0	0	0	0	6	6	0	0	0	0	0	0

~ : Part Time

University of Wisconsin-Stevens Point
 2100 Old Main
 Stevens Point, WI 54481

Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Job Group Totals :	46	39	4	1	1	0	0	1	60	55	0	1	1	0	0	3
Job Group Percentages :	43.4	36.8	3.8	0.9	0.9	0.0	0.0	0.9	56.6	51.9	0.0	0.9	0.9	0.0	0.0	2.8

~ : Part Time

University of Wisconsin-Stevens Point
2100 Old Main
Stevens Point, WI 54481

Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
040 : INSTRUCT/RESEARCH AS:COFAC																
D80BN 040 : SENIOR LECTURER	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DN 040 : LECTURER	2	2	0	0	0	0	0	0	3	3	0	0	0	0	0	0
D80FN 040 : ASSOC LECTURER	2	2	0	0	0	0	0	0	10	10	0	0	0	0	0	0
Job Group Totals :	4	4	0	0	0	0	0	0	14	14	0	0	0	0	0	0
Job Group Percentages :	22.2	22.2	0.0	0.0	0.0	0.0	0.0	0.0	77.8	77.8	0.0	0.0	0.0	0.0	0.0	0.0

~ : Part Time

University of Wisconsin-Stevens Point
2100 Old Main
Stevens Point, WI 54481

Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
041 : INSTRUCT/RESEARCH AS:CNR																
D80BN 041 : SENIOR LECTURER	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
D80DN 041 : LECTURER	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80FN 041 : ASSOC LECTURER	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0
Job Group Percentages :	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

~ : Part Time

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2100 Old Main
Stevens Point, WI 54481

Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females								
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
042 : INSTRUCT/RESEARCH AS:CLS																	
93062 042 : ELEC TECH RESEARCH S	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D14NN 042 : VISITING INSTRUCTOR	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
D80BN 042 : SENIOR LECTURER	2	2	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0
D80DN 042 : LECTURER	4	4	0	0	0	0	0	0	9	7	0	0	1	0	0	1	1
D80FN 042 : ASSOC LECTURER	10	10	0	0	0	0	0	0	16	12	0	1	3	0	0	0	0
D92LN 042 : ASST FACULTY ASSOC	1	0	0	0	1	0	0	0	2	2	0	0	0	0	0	0	0
Job Group Totals :	20	19	0	0	1	0	0	0	32	26	0	1	4	0	0	1	1
Job Group Percentages :	38.5	36.5	0.0	0.0	1.9	0.0	0.0	0.0	61.5	50.0	0.0	1.9	7.7	0.0	0.0	1.9	1.9

~ : Part Time

University of Wisconsin-Stevens Point
2100 Old Main
Stevens Point, WI 54481

Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females								
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
043 : INSTRUCT/RESEARCH AS:CPS																	
D13NN 043 : VISITING ASST PROF	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BN 043 : SENIOR LECTURER	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0
D80DN 043 : LECTURER	4	4	0	0	0	0	0	0	10	9	0	0	1	0	0	0	0
D80FN 043 : ASSOC LECTURER	8	7	0	0	1	0	0	0	19	18	1	0	0	0	0	0	0
Job Group Totals :	13	12	0	0	1	0	0	0	33	31	1	0	1	0	0	0	0
Job Group Percentages :	28.3	26.1	0.0	0.0	2.2	0.0	0.0	0.0	71.7	67.4	2.2	0.0	2.2	0.0	0.0	0.0	0.0

~ : Part Time

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2100 Old Main
Stevens Point, WI 54481

Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
044 : INSTRUCT/RESEARCH AS:MISC																
C50NN 044 : INSTRUCTOR	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DN 044 : LECTURER	3	3	0	0	0	0	0	0	3	3	0	0	0	0	0	0
D80FN 044 : ASSOC LECTURER	2	2	0	0	0	0	0	0	3	3	0	0	0	0	0	0
Job Group Totals :	6	6	0	0	0	0	0	0	7	7	0	0	0	0	0	0
Job Group Percentages :	46.2	46.2	0.0	0.0	0.0	0.0	0.0	0.0	53.8	53.8	0.0	0.0	0.0	0.0	0.0	0.0

~ : Part Time

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 2100 Old Main
 Stevens Point, WI 54481

Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
050 : FAC:FINE ARTS & COMMUNICATION																
C20NN 050 : PROFESSOR	14	13	0	1	0	0	0	0	14	14	0	0	0	0	0	0
C30NN 050 : ASSOCIATE PROFESSOR	9	8	0	0	1	0	0	0	1	1	0	0	0	0	0	0
C40NN 050 : ASSISTANT PROFESSOR	11	9	0	2	0	0	0	0	6	5	0	0	1	0	0	0
D80DN 050 : LECTURER	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	34	30	0	3	1	0	0	0	22	21	0	0	1	0	0	0
Job Group Percentages :	60.7	53.6	0.0	5.4	1.8	0.0	0.0	0.0	39.3	37.5	0.0	0.0	1.8	0.0	0.0	0.0

~ : Part Time

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Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females								
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
051 : FAC:COLS:HUMANITIES																	
C20NN 051 : PROFESSOR	14	13	0	0	1	0	0	0	6	4	0	1	1	0	0	0	
C30NN 051 : ASSOCIATE PROFESSOR	10	10	0	0	0	0	0	0	3	2	0	0	1	0	0	0	
C40NN 051 : ASSISTANT PROFESSOR	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
D80BN 052 : SENIOR LECTURER	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
Job Group Totals :	32	31	0	0	1	0	0	0	10	7	0	1	2	0	0	0	
Job Group Percentages :	76.2	73.8	0.0	0.0	2.4	0.0	0.0	0.0	23.8	16.7	0.0	2.4	4.8	0.0	0.0	0.0	

~ : Part Time

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Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
052 : FAC:COLS:SOCIAL SCIENCES																
C20NN 052 : PROFESSOR	13	12	0	0	0	1	0	0	9	9	0	0	0	0	0	0
C30NN 052 : ASSOCIATE PROFESSOR	5	3	1	1	0	0	0	0	4	4	0	0	0	0	0	0
C40NN 052 : ASSISTANT PROFESSOR	5	2	0	0	3	0	0	0	4	2	0	0	2	0	0	0
Job Group Totals :	23	17	1	1	3	1	0	0	17	15	0	0	2	0	0	0
Job Group Percentages :	57.5	42.5	2.5	2.5	7.5	2.5	0.0	0.0	42.5	37.5	0.0	0.0	5.0	0.0	0.0	0.0

~ : Part Time

University of Wisconsin-Stevens Point
 2100 Old Main
 Stevens Point, WI 54481

Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females								
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
053 : FAC:COLS:SCIENCE																	
C20NN 053 : PROFESSOR	21	20	0	0	1	0	0	0	6	5	0	1	0	0	0	0	
C30NN 053 : ASSOCIATE PROFESSOR	10	6	0	0	4	0	0	0	7	7	0	0	0	0	0	0	
C40NN 053 : ASSISTANT PROFESSOR	15	14	0	0	1	0	0	0	12	12	0	0	0	0	0	0	
D80FN 053 : ASSOC LECTURER	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	
Job Group Totals :	47	40	0	0	6	0	0	1	25	24	0	1	0	0	0	0	
Job Group Percentages :	65.3	55.6	0.0	0.0	8.3	0.0	0.0	1.4	34.7	33.3	0.0	1.4	0.0	0.0	0.0	0.0	

~ : Part Time

University of Wisconsin-Stevens Point
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Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
054 : FAC:NATURAL RESOURCES																
C20NN 054 : PROFESSOR	10	9	0	1	0	0	0	0	6	6	0	0	0	0	0	0
C30NN 054 : ASSOCIATE PROFESSOR	4	4	0	0	0	0	0	0	2	2	0	0	0	0	0	0
C40NN 054 : ASSISTANT PROFESSOR	15	12	0	0	3	0	0	0	5	5	0	0	0	0	0	0
Job Group Totals :	29	25	0	1	3	0	0	0	13	13	0	0	0	0	0	0
Job Group Percentages :	69.0	59.5	0.0	2.4	7.1	0.0	0.0	0.0	31.0	31.0	0.0	0.0	0.0	0.0	0.0	0.0

~ : Part Time

University of Wisconsin-Stevens Point
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Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
055 : FAC:CPS																
C20NN 055 : PROFESSOR	13	13	0	0	0	0	0	0	15	12	1	0	2	0	0	0
C30NN 055 : ASSOCIATE PROFESSOR	4	4	0	0	0	0	0	0	12	11	0	0	1	0	0	0
C40NN 055 : ASSISTANT PROFESSOR	7	3	1	3	0	0	0	0	14	11	0	1	2	0	0	0
D51NN 055 : CLINICAL PROFESSOR	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D52NN 055 : CLINICAL ASSOC PROF	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D53NN 055 : CLINICAL ASST PROF	1	1	0	0	0	0	0	0	4	4	0	0	0	0	0	0
D80FN 055 : ASSOC LECTURER	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	26	22	1	3	0	0	0	0	47	40	1	1	5	0	0	0
Job Group Percentages :	35.6	30.1	1.4	4.1	0.0	0.0	0.0	0.0	64.4	54.8	1.4	1.4	6.8	0.0	0.0	0.0

~ : Part Time

University of Wisconsin-Stevens Point
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Stevens Point, WI 54481

Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
056 : FAC:MISC																
C20NN 056 : PROFESSOR	0	0	0	0	0	0	0	0	3	2	0	0	1	0	0	0
C30NN 056 : ASSOCIATE PROFESSOR	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NN 056 : ASSISTANT PROFESSOR	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
Job Group Totals :	2	2	0	0	0	0	0	0	6	5	0	0	1	0	0	0
Job Group Percentages :	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	75.0	62.5	0.0	0.0	12.5	0.0	0.0	0.0
Plan Totals :	540	494	8	12	21	1	0	4	635	594	4	10	21	2	0	4
Plan Percentages :	46.0	42.0	0.7	1.0	1.8	0.1	0.0	0.3	54.0	50.6	0.3	0.9	1.8	0.2	0.0	0.3

~ : Part Time

WORKFORCE BY JOB GROUP - ANNOTATIONS

41 CFR Section 60-2.1e

University of Wisconsin-Stevens Point prepares a separate Job Group Annotations report, which lists employees who are included in an affirmative action program for an establishment other than the one in which the employees are located, and identifies the actual location of such employees.

University of Wisconsin-Stevens Point
2100 Old Main
Stevens Point, WI 54481

Job Group Analysis Report (Annotations)

41 CFR Section 60-2.12-13

Job Code : Job Title	Males							Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH

No Job Group Annotations

~ : Part Time

EVALUATION OF PERSONNEL ACTIVITY
41 CFR Section 60-2.17(b)(2)

University of Wisconsin-Stevens Point evaluates personnel activity to determine whether there are selection disparities.

University of Wisconsin-Stevens Point
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 Stevens Point, WI 54481

Adverse Impact Analysis (Applicant Flow)

Job Group 001 : MGT INFO PROS & MGT INFO OCC

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Female	79	8	10.1	
Male	107	8	7.5	No
Unknown	11			
White	161	16	9.9	
Black	2	0	0.0	No
Hispanic	6	0	0.0	No
Asian	7	0	0.0	No
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	2	0	0.0	
Unknown	19			

Notes:

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Adverse Impact Analysis (Applicant Flow)

Job Group 002 : LAW & PUBLIC SAFETY

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Female	34	3	8.8	
Male	205	15	7.3	No
Unknown	44			
White	219	18	8.2	
Black	11	0	0.0	No
Hispanic	8	0	0.0	No
Asian	11	0	0.0	No
Amer. Ind.	2	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	9	0	0.0	
Unknown	23			

Notes:

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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 Stevens Point, WI 54481

Adverse Impact Analysis (Applicant Flow)

Job Group 003 : FISCAL & RELATED

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Male	204	12	5.9	
Female	544	10	1.8	Yes
Unknown	69			
White	774	22	2.8	
Black	2	0	0.0	No
Hispanic	3	0	0.0	No
Asian	15	0	0.0	No
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	
Unknown	23			

Notes:

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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 Stevens Point, WI 54481

Adverse Impact Analysis (Applicant Flow)

Job Group 004 : TECH:SCI, LAB & HEALTH

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Male	46	3	6.5	
Female	160	0	0.0	Yes
Unknown	59			
White	194	3	1.5	
Black	3	0	0.0	No
Hispanic	2	0	0.0	No
Asian	19	0	0.0	No
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	
Unknown	47			

Notes:

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Adverse Impact Analysis (Applicant Flow)

Job Group 005 : TECH:ENG, MEDIA & GRAPHIC ART

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Male	40	0	0.0	
Female	56	0	0.0	N/A
Unknown	10			
White	95	0	0.0	
Black	0	0	0.0	N/A
Hispanic	3	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	
Unknown	8			

Notes:

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

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Adverse Impact Analysis (Applicant Flow)

Job Group 006 : ADM & PROG SPT/LIB & SR CLER

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Female	618	12	1.9	
Male	229	3	1.3	No
Unknown	58			
White	830	15	1.8	
Black	4	0	0.0	No
Hispanic	8	0	0.0	No
Asian	16	0	0.0	No
Amer. Ind.	6	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	20	0	0.0	
Unknown	21			

Notes:

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Adverse Impact Analysis (Applicant Flow)

Job Group 007 : GENERAL CLERICAL
 01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Female	2207	33	1.5	
Male	443	0	0.0	Yes
Unknown	198			
White	2584	33	1.3	
Black	9	0	0.0	No
Hispanic	29	0	0.0	No
Asian	79	0	0.0	No
Amer. Ind.	16	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	35	0	0.0	
Unknown	96			

Notes:

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Adverse Impact Analysis (Applicant Flow)

Job Group 008 : TRADES & PWR PLANT

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Male	178	3	1.7	
Female	2	0	0.0	No
Unknown	29			
White	183	3	1.6	
Black	3	0	0.0	No
Hispanic	2	0	0.0	No
Asian	7	0	0.0	No
Amer. Ind.	2	0	0.0	No
P. Islander/Hawaiian	2	0	0.0	No
Two or More	0	0	0.0	
Unknown	10			

Notes:

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Adverse Impact Analysis (Applicant Flow)

Job Group 009 : MTL HNDLG, SKLD FD SRV, LBRERS

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Male	524	32	6.1	
Female	357	18	5.0	No
Unknown	99			
White	919	47	5.1	
Black	8	0	0.0	No
Hispanic	7	0	0.0	No
Asian	9	0	0.0	No
Amer. Ind.	6	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	14	0	0.0	
Unknown	17			

Notes:

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Adverse Impact Analysis (Applicant Flow)

Job Group 020 : EXEC & SR LEVEL ADMINISTRATORS

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Female	263	12	4.6	
Male	290	0	0.0	Yes
Unknown	70			
White	523	12	2.3	
Black	23	0	0.0	No
Hispanic	25	0	0.0	No
Asian	10	0	0.0	No
Amer. Ind.	4	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	2	0	0.0	
Unknown	36			

Notes:

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Adverse Impact Analysis (Applicant Flow)

Job Group 021 : RESEARCH SPECIALISTS

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Female	101	10	9.9	
Male	107	8	7.5	No
Unknown	27			
White	176	18	10.2	
Black	6	0	0.0	No
Hispanic	0	0	0.0	N/A
Asian	22	0	0.0	No
Amer. Ind.	2	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	5	0	0.0	
Unknown	24			

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Adverse Impact Analysis (Applicant Flow)

Job Group 022 : DIRECTORS

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Female	224	11	4.9	
Male	386	4	1.0	Yes
Unknown	87			
Hispanic	11	3	27.3	
White	551	12	2.2	Yes
Black	39	0	0.0	Yes
Asian	20	0	0.0	Yes
Amer. Ind.	7	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	21	0	0.0	
Unknown	48			

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Adverse Impact Analysis (Applicant Flow)

Job Group 023 : ASSOC/ASST DIRECTORS

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Male	42	2	4.8	
Female	58	2	3.4	No
Unknown	10			
White	100	4	4.0	
Black	0	0	0.0	N/A
Hispanic	2	0	0.0	No
Asian	0	0	0.0	N/A
Amer. Ind.	2	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	
Unknown	6			

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Adverse Impact Analysis (Applicant Flow)

Job Group 024 : PROGRAM MANAGERS

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Female	404	15	3.7	
Male	292	6	2.1	No
Unknown	86			
White	582	21	3.6	
Black	26	0	0.0	No
Hispanic	24	0	0.0	No
Asian	69	0	0.0	No
Amer. Ind.	3	0	0.0	No
P. Islander/Hawaiian	3	0	0.0	No
Two or More	19	0	0.0	
Unknown	56			

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Adverse Impact Analysis (Applicant Flow)

Job Group 025 : ADMIN/ACAD SPT PROFS

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Female	904	36	4.0	
Male	374	11	2.9	No
Unknown	83			
Asian	60	3	5.0	
White	1186	44	3.7	No
Black	10	0	0.0	No
Hispanic	19	0	0.0	No
Amer. Ind.	8	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	19	0	0.0	
Unknown	59			

Notes:

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Adverse Impact Analysis (Applicant Flow)

Job Group 026 : INFO SYS & UREL & MEDIA PROFS

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Male	130	9	6.9	
Female	87	5	5.7	No
Unknown	17			
Hispanic	11	3	27.3	
White	179	9	5.0	Yes
Black	2	0	0.0	No
Asian	16	0	0.0	Yes
Amer. Ind.	4	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	4	0	0.0	
Unknown	18			

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Adverse Impact Analysis (Applicant Flow)

Job Group 027 : STUDENT SVCS SPT PROFS

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Female	1441	83	5.8	
Male	1379	58	4.2	No
Unknown	284			
White	2579	123	4.8	
Black	146	2	1.4	No
Hispanic	53	2	3.8	No
Asian	82	0	0.0	Yes
Amer. Ind.	8	0	0.0	No
P. Islander/Hawaiian	3	0	0.0	No
Two or More	69	3	4.3	
Unknown	164			

Notes:

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Adverse Impact Analysis (Applicant Flow)

Job Group 040 : INSTRUCT/RESEARCH AS:COFAC

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Female	60	24	40.0	
Male	132	6	4.5	Yes
Unknown	57			
Hispanic	6	2	33.3	
White	118	28	23.7	No
Black	18	0	0.0	Yes
Asian	70	0	0.0	Yes
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	2	0	0.0	
Unknown	35			

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Adverse Impact Analysis (Applicant Flow)

Job Group 041 : INSTRUCT/RESEARCH AS:CNR

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Male	0	4	0.0	
Female	0	4	0.0	N/A
White	0	4	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	2	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Applicant Flow)

Job Group 042 : INSTRUCT/RESEARCH AS:CLS

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Female	9	42	466.7	
Male	15	17	113.3	N/A
White	12	44	366.7	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	9	9	100.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	3	0	0.0	

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Adverse Impact Analysis (Applicant Flow)

Job Group 043 : INSTRUCT/RESEARCH AS:CPS

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Male	0	24	0.0	
Female	0	49	0.0	N/A
White	0	66	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	2	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Applicant Flow)

Job Group 044 : INSTRUCT/RESEARCH AS:MISC

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Female	52	12	23.1	
Male	34	7	20.6	No
Unknown	18			
White	56	15	26.8	
Black	4	0	0.0	No
Hispanic	8	0	0.0	No
Asian	24	0	0.0	Yes
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	
Unknown	12			

Notes:

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Adverse Impact Analysis (Applicant Flow)

Job Group 050 : FAC:FINE ARTS & COMMUNICATION

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Female	261	14	5.4	
Male	335	14	4.2	No
Unknown	118			
Hispanic	18	4	22.2	
White	479	22	4.6	Yes
Black	33	0	0.0	Yes
Asian	102	2	2.0	Yes
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	8	0	0.0	
Unknown	74			

Notes:

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Adverse Impact Analysis (Applicant Flow)

Job Group 051 : FAC:COLS:HUMANITIES

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Male	167	4	2.4	
Female	214	5	2.3	No
Unknown	97			
White	335	9	2.7	
Black	18	0	0.0	No
Hispanic	27	0	0.0	No
Asian	28	0	0.0	No
Amer. Ind.	6	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	8	0	0.0	
Unknown	56			

Notes:

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Adverse Impact Analysis (Applicant Flow)

Job Group 052 : FAC:COLS:SOCIAL SCIENCES

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Female	146	5	3.4	
Male	157	2	1.3	No
Unknown	85			
Asian	67	4	6.0	
White	229	3	1.3	Yes
Black	16	0	0.0	No
Hispanic	10	0	0.0	No
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	9	0	0.0	
Unknown	57			

Notes:

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Adverse Impact Analysis (Applicant Flow)

Job Group 053 : FAC:COLS:SCIENCE

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Female	362	18	5.0	
Male	768	25	3.3	No
Unknown	220			
White	670	38	5.7	
Black	45	0	0.0	No
Hispanic	20	0	0.0	No
Asian	487	2	0.4	Yes
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	11	0	0.0	
Unknown	117			

Notes:

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Adverse Impact Analysis (Applicant Flow)

Job Group 054 : FAC:NATURAL RESOURCES

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Male	181	11	6.1	
Female	68	0	0.0	Yes
Unknown	42			
Asian	53	3	5.7	
White	186	8	4.3	No
Black	16	0	0.0	No
Hispanic	4	0	0.0	No
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	2	0	0.0	
Unknown	30			

Notes:

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Adverse Impact Analysis (Applicant Flow)

Job Group 055 : FAC:CPS

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Female	289	13	4.5	
Male	300	13	4.3	No
Unknown	97			
Hispanic	14	8	57.1	
White	368	12	3.3	Yes
Black	38	0	0.0	Yes
Asian	209	3	1.4	Yes
Amer. Ind.	4	0	0.0	Yes
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	5	0	0.0	
Unknown	48			

Notes:

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Adverse Impact Analysis (Applicant Flow)

Job Group 056 : FAC:MISC

01/01/2017 - 12/31/2017

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 001 : MGT INFO PROS & MGT INFO OCC

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 002 : LAW & PUBLIC SAFETY

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 003 : FISCAL & RELATED
 01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	2	0.0	N/A
White	0	2	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 004 : TECH:SCI, LAB & HEALTH

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 005 : TECH:ENG, MEDIA & GRAPHIC ART

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 006 : ADM & PROG SPT/LIB & SR CLER

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 007 : GENERAL CLERICAL
 01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	10	0.0	N/A
White	0	10	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 008 : TRADES & PWR PLANT

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 009 : MTL HNDLG, SKLD FD SRV, LBRERS

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	6	0.0	
Female	0	2	0.0	N/A
White	0	8	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 020 : EXEC & SR LEVEL ADMINISTRATORS

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 021 : RESEARCH SPECIALISTS

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 022 : DIRECTORS

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	2	0.0	
Female	0	0	0.0	N/A
White	0	2	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 023 : ASSOC/ASST DIRECTORS

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	4	0.0	
Female	0	0	0.0	N/A
White	0	4	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 024 : PROGRAM MANAGERS

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	2	0.0	
Female	0	2	0.0	N/A
White	0	4	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 025 : ADMIN/ACAD SPT PROFS

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	2	0.0	N/A
White	0	2	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 026 : INFO SYS & UREL & MEDIA PROFS

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 027 : STUDENT SVCS SPT PROFS

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	6	0.0	N/A
White	0	6	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 040 : INSTRUCT/RESEARCH AS:COFAC
 01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 041 : INSTRUCT/RESEARCH AS:CNR

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 042 : INSTRUCT/RESEARCH AS:CLS

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 043 : INSTRUCT/RESEARCH AS:CPS

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 044 : INSTRUCT/RESEARCH AS:MISC

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

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 2100 Old Main
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Adverse Impact Analysis (Promotions - From/Within)

Job Group 050 : FAC:FINE ARTS & COMMUNICATION

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 051 : FAC:COLS:HUMANITIES
 01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 052 : FAC:COLS:SOCIAL SCIENCES

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 053 : FAC:COLS:SCIENCE

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 054 : FAC:NATURAL RESOURCES

01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 055 : FAC:CPS
 01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Promotions - From/Within)

Job Group 056 : FAC:MISC
 01/01/2017 - 12/31/2017

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Terminations)

Job Group 001 : MGT INFO PROS & MGT INFO OCC

01/01/2017 - 12/31/2017

Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?	
Male	0	3	0.0	
Female	0	12	0.0	N/A
White	0	15	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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University of Wisconsin-Stevens Point
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Adverse Impact Analysis (Terminations)

Job Group 002 : LAW & PUBLIC SAFETY

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	6	0.0	
Female	0	3	0.0	N/A
White	0	9	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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 Stevens Point, WI 54481

Adverse Impact Analysis (Terminations)

Job Group 003 : FISCAL & RELATED

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	6	0.0	
Female	0	11	0.0	N/A
White	0	17	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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 Stevens Point, WI 54481

Adverse Impact Analysis (Terminations)

Job Group 004 : TECH:SCI, LAB & HEALTH

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	0	0.0	N/A
White	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Terminations)

Job Group 005 : TECH:ENG, MEDIA & GRAPHIC ART

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	3	0.0	
Female	0	0	0.0	N/A
White	0	3	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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 Stevens Point, WI 54481

Adverse Impact Analysis (Terminations)

Job Group 006 : ADM & PROG SPT/LIB & SR CLER

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	21	0.0	N/A
White	0	21	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Terminations)

Job Group 007 : GENERAL CLERICAL
 01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	27	0.0	N/A
White	0	27	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Terminations)

Job Group 008 : TRADES & PWR PLANT

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	3	0.0	
Female	0	0	0.0	N/A
White	0	3	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

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Adverse Impact Analysis (Terminations)

Job Group 009 : MTL HNDLG, SKLD FD SRV, LBRERS

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	30	0.0	
Female	0	6	0.0	N/A
White	0	30	0.0	
Black	0	0	0.0	N/A
Hispanic	0	6	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

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Adverse Impact Analysis (Terminations)

Job Group 020 : EXEC & SR LEVEL ADMINISTRATORS

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	6	0.0	
Female	0	3	0.0	N/A
White	0	9	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

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 Stevens Point, WI 54481

Adverse Impact Analysis (Terminations)

Job Group 021 : RESEARCH SPECIALISTS

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	2	0.0	
Female	0	11	0.0	N/A
White	0	13	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

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Adverse Impact Analysis (Terminations)

Job Group 022 : DIRECTORS

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	24	0.0	
Female	0	8	0.0	N/A
White	0	30	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	2	0.0	

Notes:

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Adverse Impact Analysis (Terminations)

Job Group 023 : ASSOC/ASST DIRECTORS

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	2	0.0	
Female	0	2	0.0	N/A
White	0	4	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

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 Stevens Point, WI 54481

Adverse Impact Analysis (Terminations)

Job Group 024 : PROGRAM MANAGERS

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	14	0.0	
Female	0	15	0.0	N/A
White	0	27	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	2	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

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 Stevens Point, WI 54481

Adverse Impact Analysis (Terminations)

Job Group 025 : ADMIN/ACAD SPT PROFS

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	20	0.0	
Female	0	44	0.0	N/A
White	0	59	0.0	
Black	0	0	0.0	N/A
Hispanic	0	2	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	3	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

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Adverse Impact Analysis (Terminations)

Job Group 026 : INFO SYS & UREL & MEDIA PROFS

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	13	0.0	
Female	0	7	0.0	N/A
White	0	15	0.0	
Black	0	0	0.0	N/A
Hispanic	0	2	0.0	N/A
Asian	0	3	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

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University of Wisconsin-Stevens Point
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Adverse Impact Analysis (Terminations)

Job Group 027 : STUDENT SVCS SPT PROFS

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	31	0.0	
Female	0	47	0.0	N/A
White	0	69	0.0	
Black	0	2	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	2	0.0	

Notes:

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- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

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Adverse Impact Analysis (Terminations)

Job Group 040 : INSTRUCT/RESEARCH AS:COFAC

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	16	0.0	
Female	0	5	0.0	N/A
White	0	19	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

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Adverse Impact Analysis (Terminations)

Job Group 041 : INSTRUCT/RESEARCH AS:CNR

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	6	0.0	
Female	0	4	0.0	N/A
White	0	6	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	2	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

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Adverse Impact Analysis (Terminations)

Job Group 042 : INSTRUCT/RESEARCH AS:CLS

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	8	0.0	
Female	0	6	0.0	N/A
White	0	12	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	2	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

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Adverse Impact Analysis (Terminations)

Job Group 043 : INSTRUCT/RESEARCH AS:CPS

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	8	0.0	
Female	0	10	0.0	N/A
White	0	15	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	3	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

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 Stevens Point, WI 54481

Adverse Impact Analysis (Terminations)

Job Group 044 : INSTRUCT/RESEARCH AS:MISC

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	0	0.0	
Female	0	4	0.0	N/A
White	0	4	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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University of Wisconsin-Stevens Point
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Adverse Impact Analysis (Terminations)

Job Group 050 : FAC:FINE ARTS & COMMUNICATION

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	15	0.0	
Female	0	18	0.0	N/A
White	0	30	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	3	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Terminations)

Job Group 051 : FAC:COLS:HUMANITIES

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	7	0.0	
Female	0	12	0.0	N/A
White	0	17	0.0	
Black	0	2	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Terminations)

Job Group 052 : FAC:COLS:SOCIAL SCIENCES

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	10	0.0	
Female	0	8	0.0	N/A
White	0	18	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Terminations)

Job Group 053 : FAC:COLS:SCIENCE

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	23	0.0	
Female	0	5	0.0	N/A
White	0	26	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	2	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

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Adverse Impact Analysis (Terminations)

Job Group 054 : FAC:NATURAL RESOURCES

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	11	0.0	
Female	0	0	0.0	N/A
White	0	9	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	2	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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 Stevens Point, WI 54481

Adverse Impact Analysis (Terminations)

Job Group 055 : FAC:CPS

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	2	0.0	
Female	0	36	0.0	N/A
White	0	36	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	2	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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Adverse Impact Analysis (Terminations)

Job Group 056 : FAC:MISC

01/01/2017 - 12/31/2017

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
Male	0	3	0.0	
Female	0	0	0.0	N/A
White	0	3	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

Notes:

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DETERMINING AVAILABILITY

41 CFR Section 60-2.14

Availability is an estimate of the number of qualified minorities or women available for employment in a given job group, expressed as a percentage of all qualified persons available for employment in the job group. The purpose of the availability determination is to establish a benchmark against which the demographic composition of the incumbent workforce can be compared in order to determine whether barriers to equal employment opportunity may exist within particular job groups.

University of Wisconsin-Stevens Point separately determines the availability of women and minorities for each job group. To determine availability, University of Wisconsin-Stevens Point considers the following factors:

1. The percentage of minorities or women with requisite skills in the reasonable recruitment area. The reasonable recruitment area is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question. 41 C.F.R. 60-2.14(c)(1).

We break down this factor into three subcategories to more clearly identify the rationale behind it. 41 C.F.R. Section 60-2.14(e) states that, "For each job group, the reasonable recruitment area must be identified, with a brief explanation of the rationale for selection of that recruitment area."

Factor 1a considers the percent of women and minorities with requisite skills in a local recruitment area. The most current U.S. Census data is used to derive the availability of women and minorities. If this factor is used, it is because University of Wisconsin-Stevens Point recruits, and many of its applicants live within the local recruitment area, or because we plan on recruiting in this region in the future. Any recruitment practices unique to a job group are noted on the Availability Analysis.

Factor 1b considers the percent of women and minorities with requisite skills outside the local recruitment area. The most current U.S. Census data is used to derive the availability of women and minorities. If this factor is used, it is because we recruit and some of the applicants live beyond the local recruitment area, or because we plan on recruiting in this region in the future. Any recruitment practices unique to a job group are noted on the Availability Analysis.

Factor 1c considers the percentage of women and minorities in schools and training institutions where the contractor might reasonably recruit. If this factor is used, it is because we post or plan to post available positions at local training institutions, or because many of the applicants who respond to open positions are graduates of these training institutions. Any recruitment practices unique to a job group are noted on the Availability Analysis.

2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees within the contractor's organization who could, with appropriate training that the contractor is reasonably able to provide, become promotable or transferable during the AAP year. 41 C.F.R. 60-2.14(c)(2).

This second factor is divided into two subcategories to more clearly identify the rationale behind this recruitment factor.

Factor 2a considers the percentage of women and minorities promotable and transferable within the

contractor's organization. If this factor is chosen, it is because we fill positions by recruiting from within the workforce either through promotions or transfers. Internal applicants normally apply for these positions. Any recruitment practices unique to a job group are noted on the Availability Analysis.

Factor 2b considers the percentage of women and minorities trainable within the contractor's organization that could, with appropriate training, that the contractor is reasonably able to provide, become promotable or transferable during the AAP year. If this factor is chosen, it is because we fill positions internally through promotions following training methods such as: apprenticeship programs, enrollment in a college or trade institution, on-the-job training. Any recruitment practices unique to a job group are noted on the Availability Analysis.

3. An additional third factor is utilized in those job groups where the first two factors do not adequately describe availability for a job group. Oftentimes this will be applicant flow data, but a description of any third factor used is noted on the Availability Analysis report.

University of Wisconsin-Stevens Point
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Availability Analysis
41 CFR Section 60-2.14

001 : MGT INFO PROS & MGT INFO OCC (Total Employees : 30)

	Weight %	Females		Minorities	
		Total: 11		Total: 0	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	50.0	19.7	9.9	10.0	5.0
1b. Recruitment (non-local)	50.0	25.8	12.9	26.9	13.5
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		22.8		18.5	
Current %		36.7		0.0	
Placement Goal?*, 2 Std Dev		No		Yes	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Portage County, Wisconsin.

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Availability Analysis

41 CFR Section 60-2.14

002 : LAW & PUBLIC SAFETY (Total Employees : 11)

	Weight %	Females		Minorities	
		Total: 3		Total: 0	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	50.0	8.0	4.0	0.7	0.4
1b. Recruitment (non-local)	50.0	19.0	9.5	13.6	6.8
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		13.5		7.2	
Current %		27.3		0.0	
Placement Goal?*, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Portage County, Wisconsin.

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

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Availability Analysis

41 CFR Section 60-2.14

003 : FISCAL & RELATED (Total Employees : 39)

	Weight %	Females		Minorities	
		Total: 34		Total: 1	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	50.0	57.8	28.9	0.0	0.0
1b. Recruitment (non-local)	50.0	57.2	28.6	27.6	13.8
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		57.5		13.8	
Current %		87.2		2.6	
Placement Goal?*, 2 Std Dev		No		Yes	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Portage County, Wisconsin.

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Availability Analysis

41 CFR Section 60-2.14

004 : TECH:SCI, LAB & HEALTH (Total Employees : 19)

	Weight %	Females		Minorities	
		Total: 15		Total: 0	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	50.0	66.1	33.1	0.0	0.0
1b. Recruitment (non-local)	50.0	72.2	36.1	32.2	16.1
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		69.2		16.1	
Current %		78.9		0.0	
Placement Goal?*, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Portage County, Wisconsin.

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Availability Analysis

41 CFR Section 60-2.14

005 : TECH:ENG, MEDIA & GRAPHIC ART (Total Employees : 14)

	Weight %	Females		Minorities	
		Total: 8		Total: 0	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	50.0	51.0	25.5	1.5	0.8
1b. Recruitment (non-local)	50.0	45.4	22.7	11.0	5.5
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		48.2		6.3	
Current %		57.1		0.0	
Placement Goal?*, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Portage County, Wisconsin.

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

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Availability Analysis

41 CFR Section 60-2.14

006 : ADM & PROG SPT/LIB & SR CLER (Total Employees : 29)

	Weight %	Females		Minorities	
		Total: 24		Total: 0	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	50.0	83.5	41.8	7.3	3.7
1b. Recruitment (non-local)	50.0	79.4	39.7	11.2	5.6
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		81.5		9.3	
Current %		82.8		0.0	
Placement Goal?*, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Portage County, Wisconsin.

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

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Availability Analysis

41 CFR Section 60-2.14

007 : GENERAL CLERICAL (Total Employees : 62)

	Weight %	Females		Minorities	
		Total: 58		Total: 5	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	50.0	97.2	48.6	0.9	0.5
1b. Recruitment (non-local)	50.0	90.2	45.1	9.9	5.0
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		93.7		5.5	
Current %		93.5		8.1	
Placement Goal?*, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Portage County, Wisconsin.

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

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Availability Analysis

41 CFR Section 60-2.14

008 : TRADES & PWR PLANT (Total Employees : 31)

	Weight %	Females		Minorities	
		Total: 1		Total: 0	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	50.0	8.2	4.1	0.8	0.4
1b. Recruitment (non-local)	50.0	8.7	4.4	7.1	3.6
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		8.5		4.0	
Current %		3.2		0.0	
Placement Goal?*, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Portage County, Wisconsin.

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

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Availability Analysis

41 CFR Section 60-2.14

009 : MTL HNDLG, SKLD FD SRV, LBRERS (Total Employees : 120)

	Weight %	Females		Minorities	
		Total: 44		Total: 9	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	50.0	36.8	18.4	2.5	1.3
1b. Recruitment (non-local)	50.0	36.7	18.4	16.7	8.4
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		36.8		9.7	
Current %		36.7		7.5	
Placement Goal?*, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Portage County, Wisconsin.

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

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Availability Analysis

41 CFR Section 60-2.14

020 : EXEC & SR LEVEL ADMINISTRATORS (Total Employees : 17)

	Weight %	Females		Minorities	
		Total: 7		Total: 1	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	46.4	46.4	20.0	20.0
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		46.4		20.0	
Current %		41.2		5.9	
Placement Goal?*, 2 Std Dev		No		No	

Statistical Sources:

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

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Availability Analysis

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021 : RESEARCH SPECIALISTS (Total Employees : 28)

	Weight %	Females		Minorities	
		Total: 17		Total: 0	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	50.0	59.2	29.6	15.2	7.6
1b. Recruitment (non-local)	50.0	59.3	29.7	26.8	13.4
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		59.3		21.0	
Current %		60.7		0.0	
Placement Goal?*, 2 Std Dev		No		Yes	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

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Availability Analysis

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022 : DIRECTORS (Total Employees : 32)

	Weight %	Females		Minorities	
		Total: 14		Total: 1	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	59.4	59.4	24.7	24.7
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		59.4		24.7	
Current %		43.8		3.1	
Placement Goal?*, 2 Std Dev		No		Yes	

Statistical Sources:

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

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Availability Analysis

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023 : ASSOC/ASST DIRECTORS (Total Employees : 17)

	Weight %	Females		Minorities	
		Total: 10		Total: 1	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	63.8	63.8	25.0	25.0
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		63.8		25.0	
Current %		58.8		5.9	
Placement Goal?*, 2 Std Dev		No		No	

Statistical Sources:

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

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Availability Analysis

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024 : PROGRAM MANAGERS (Total Employees : 30)

	Weight %	Females		Minorities	
		Total: 18		Total: 0	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	50.0	99.7	49.9	0.0	0.0
1b. Recruitment (non-local)	50.0	71.8	35.9	26.2	13.1
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		85.8		13.1	
Current %		60.0		0.0	
Placement Goal?*, 2 Std Dev		Yes		Yes	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Portage County, Wisconsin.

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

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Availability Analysis

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025 : ADMIN/ACAD SPT PROFS (Total Employees : 91)

	Weight %	Females		Minorities	
		Total: 65		Total: 3	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	75.0	65.7	49.3	16.5	12.4
1b. Recruitment (non-local)	25.0	66.5	16.6	26.2	6.6
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		65.9		19.0	
Current %		71.4		3.3	
Placement Goal?*, 2 Std Dev		No		Yes	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

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Availability Analysis

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026 : INFO SYS & UREL & MEDIA PROFS (Total Employees : 33)

	Weight %	Females		Minorities	
		Total: 16		Total: 3	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	75.0	41.7	31.3	9.8	7.4
1b. Recruitment (non-local)	25.0	37.9	9.5	26.0	6.5
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		40.8		13.9	
Current %		48.5		9.1	
Placement Goal?*, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

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Availability Analysis

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027 : STUDENT SVCS SPT PROFS (Total Employees : 106)

	Weight %	Females		Minorities	
		Total: 60		Total: 12	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	75.0	62.4	46.8	13.8	10.4
1b. Recruitment (non-local)	25.0	59.0	14.8	26.6	6.7
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		61.6		17.1	
Current %		56.6		11.3	
Placement Goal?*, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

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Availability Analysis

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040 : INSTRUCT/RESEARCH AS:COFAC (Total Employees : 18)

	Weight %	Females		Minorities	
		Total: 14		Total: 0	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	47.6	47.6	24.9	24.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		47.6		24.9	
Current %		77.8		0.0	
Placement Goal?*, 2 Std Dev		No		Yes	

Statistical Sources:

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

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Availability Analysis

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041 : INSTRUCT/RESEARCH AS:CNR (Total Employees : 4)

	Weight %	Females		Minorities	
		Total: 4		Total: 0	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	47.6	47.6	24.9	24.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		47.6		24.9	
Current %		100.0		0.0	
Placement Goal?*, 2 Std Dev		No		No	

Statistical Sources:

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

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Availability Analysis

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042 : INSTRUCT/RESEARCH AS:CLS (Total Employees : 52)

	Weight %	Females		Minorities	
		Total: 32		Total: 7	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	45.9	45.9	25.1	25.1
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		45.9		25.1	
Current %		61.5		13.5	
Placement Goal?*, 2 Std Dev		No		No	

Statistical Sources:

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

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Availability Analysis

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043 : INSTRUCT/RESEARCH AS:CPS (Total Employees : 46)

	Weight %	Females		Minorities	
		Total: 33		Total: 3	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	47.6	47.6	24.9	24.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		47.6		24.9	
Current %		71.7		6.5	
Placement Goal?*, 2 Std Dev		No		Yes	

Statistical Sources:

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

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Availability Analysis

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044 : INSTRUCT/RESEARCH AS:MISC (Total Employees : 13)

	Weight %	Females		Minorities	
		Total: 7		Total: 0	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	47.6	47.6	24.9	24.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		47.6		24.9	
Current %		53.8		0.0	
Placement Goal?*, 2 Std Dev		No		Yes	

Statistical Sources:

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Availability Analysis

41 CFR Section 60-2.14

050 : FAC:FINE ARTS & COMMUNICATION (Total Employees : 56)

	Weight %	Females		Minorities	
		Total: 22		Total: 5	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	47.6	47.6	24.9	24.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		47.6		24.9	
Current %		39.3		8.9	
Placement Goal?*, 2 Std Dev		No		Yes	

Statistical Sources:

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Availability Analysis

41 CFR Section 60-2.14

051 : FAC:COLS:HUMANITIES (Total Employees : 42)

	Weight %	Females		Minorities	
		Total: 10		Total: 4	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	47.6	47.6	24.9	24.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		47.6		24.9	
Current %		23.8		9.5	
Placement Goal?*, 2 Std Dev		Yes		Yes	

Statistical Sources:

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Availability Analysis

41 CFR Section 60-2.14

052 : FAC:COLS:SOCIAL SCIENCES (Total Employees : 40)

	Weight %	Females		Minorities	
		Total: 17		Total: 8	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	47.6	47.6	24.9	24.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		47.6		24.9	
Current %		42.5		20.0	
Placement Goal?*, 2 Std Dev		No		No	

Statistical Sources:

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Availability Analysis

41 CFR Section 60-2.14

053 : FAC:COLS:SCIENCE (Total Employees : 72)

	Weight %	Females		Minorities	
		Total: 25		Total: 8	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	47.6	47.6	24.9	24.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		47.6		24.9	
Current %		34.7		11.1	
Placement Goal?*, 2 Std Dev		Yes		Yes	

Statistical Sources:

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Availability Analysis

41 CFR Section 60-2.14

054 : FAC:NATURAL RESOURCES (Total Employees : 42)

	Weight %	Females		Minorities	
		Total: 13		Total: 4	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	47.6	47.6	24.9	24.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		47.6		24.9	
Current %		31.0		9.5	
Placement Goal?*, 2 Std Dev		Yes		Yes	

Statistical Sources:

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Availability Analysis

41 CFR Section 60-2.14

055 : FAC:CPS (Total Employees : 73)

	Weight %	Females		Minorities	
		Total: 47		Total: 11	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	47.6	47.6	24.9	24.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		47.6		24.9	
Current %		64.4		15.1	
Placement Goal?*, 2 Std Dev		No		No	

Statistical Sources:

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Availability Analysis

41 CFR Section 60-2.14

056 : FAC:MISC (Total Employees : 8)

	Weight %	Females		Minorities	
		Total: 6		Total: 1	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	47.6	47.6	24.9	24.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	100.0				
Total Availability %		47.6		24.9	
Current %		75.0		12.5	
Placement Goal?*, 2 Std Dev		No		No	

Statistical Sources:

Factor 1b: 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

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Utilization Summary

41 CFR Section 60-2.15

001 : MGT INFO PROS & MGT INFO OCC (Total Employees : 30)

Test Used: Two Standard Deviations

	Female	Minority
Current #	11	0
Total Availability %	22.8	18.5
Current %	36.7	0.0
Placement Goal?, 2 Standard Deviations Test	No	Yes

002 : LAW & PUBLIC SAFETY (Total Employees : 11)

Test Used: Two Standard Deviations

	Female	Minority
Current #	3	0
Total Availability %	13.5	7.2
Current %	27.3	0.0
Placement Goal?, 2 Standard Deviations Test	No	No

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Utilization Summary

41 CFR Section 60-2.15

003 : FISCAL & RELATED (Total Employees : 39)

Test Used: Two Standard Deviations

	Female	Minority
Current #	34	1
Total Availability %	57.5	13.8
Current %	87.2	2.6
Placement Goal?, 2 Standard Deviations Test	No	Yes

004 : TECH:SCI, LAB & HEALTH (Total Employees : 19)

Test Used: Two Standard Deviations

	Female	Minority
Current #	15	0
Total Availability %	69.2	16.1
Current %	78.9	0.0
Placement Goal?, 2 Standard Deviations Test	No	No

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Utilization Summary

41 CFR Section 60-2.15

005 : TECH:ENG, MEDIA & GRAPHIC ART (Total Employees : 14)

Test Used: Two Standard Deviations

	Female	Minority
Current #	8	0
Total Availability %	48.2	6.3
Current %	57.1	0.0
Placement Goal?, 2 Standard Deviations Test	No	No

006 : ADM & PROG SPT/LIB & SR CLER (Total Employees : 29)

Test Used: Two Standard Deviations

	Female	Minority
Current #	24	0
Total Availability %	81.5	9.3
Current %	82.8	0.0
Placement Goal?, 2 Standard Deviations Test	No	No

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Utilization Summary

41 CFR Section 60-2.15

007 : GENERAL CLERICAL (Total Employees : 62)

Test Used: Two Standard Deviations

	Female	Minority
Current #	58	5
Total Availability %	93.7	5.5
Current %	93.5	8.1
Placement Goal?, 2 Standard Deviations Test	No	No

008 : TRADES & PWR PLANT (Total Employees : 31)

Test Used: Two Standard Deviations

	Female	Minority
Current #	1	0
Total Availability %	8.5	4.0
Current %	3.2	0.0
Placement Goal?, 2 Standard Deviations Test	No	No

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Utilization Summary

41 CFR Section 60-2.15

009 : MTL HNDLG, SKLD FD SRV, LBRERS (Total Employees : 120)

Test Used: Two Standard Deviations

	Female	Minority
Current #	44	9
Total Availability %	36.8	9.7
Current %	36.7	7.5
Placement Goal?, 2 Standard Deviations Test	No	No

020 : EXEC & SR LEVEL ADMINISTRATORS (Total Employees : 17)

Test Used: Two Standard Deviations

	Female	Minority
Current #	7	1
Total Availability %	46.4	20.0
Current %	41.2	5.9
Placement Goal?, 2 Standard Deviations Test	No	No

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Utilization Summary

41 CFR Section 60-2.15

021 : RESEARCH SPECIALISTS (Total Employees : 28)

Test Used: Two Standard Deviations

	Female	Minority
Current #	17	0
Total Availability %	59.3	21.0
Current %	60.7	0.0
Placement Goal?, 2 Standard Deviations Test	No	Yes

022 : DIRECTORS (Total Employees : 32)

Test Used: Two Standard Deviations

	Female	Minority
Current #	14	1
Total Availability %	59.4	24.7
Current %	43.8	3.1
Placement Goal?, 2 Standard Deviations Test	No	Yes

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Utilization Summary

41 CFR Section 60-2.15

023 : ASSOC/ASST DIRECTORS (Total Employees : 17)

Test Used: Two Standard Deviations

	Female	Minority
Current #	10	1
Total Availability %	63.8	25.0
Current %	58.8	5.9
Placement Goal?, 2 Standard Deviations Test	No	No

024 : PROGRAM MANAGERS (Total Employees : 30)

Test Used: Two Standard Deviations

	Female	Minority
Current #	18	0
Total Availability %	85.8	13.1
Current %	60.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	Yes

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Utilization Summary

41 CFR Section 60-2.15

025 : ADMIN/ACAD SPT PROFS (Total Employees : 91)

Test Used: Two Standard Deviations

	Female	Minority
Current #	65	3
Total Availability %	65.9	19.0
Current %	71.4	3.3
Placement Goal?, 2 Standard Deviations Test	No	Yes

026 : INFO SYS & UREL & MEDIA PROFS (Total Employees : 33)

Test Used: Two Standard Deviations

	Female	Minority
Current #	16	3
Total Availability %	40.8	13.9
Current %	48.5	9.1
Placement Goal?, 2 Standard Deviations Test	No	No

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Utilization Summary

41 CFR Section 60-2.15

027 : STUDENT SVCS SPT PROFS (Total Employees : 106)

Test Used: Two Standard Deviations

	Female	Minority
Current #	60	12
Total Availability %	61.6	17.1
Current %	56.6	11.3
Placement Goal?, 2 Standard Deviations Test	No	No

040 : INSTRUCT/RESEARCH AS:COFAC (Total Employees : 18)

Test Used: Two Standard Deviations

	Female	Minority
Current #	14	0
Total Availability %	47.6	24.9
Current %	77.8	0.0
Placement Goal?, 2 Standard Deviations Test	No	Yes

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Utilization Summary

41 CFR Section 60-2.15

041 : INSTRUCT/RESEARCH AS:CNR (Total Employees : 4)

Test Used: Two Standard Deviations

	Female	Minority
Current #	4	0
Total Availability %	47.6	24.9
Current %	100.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No

042 : INSTRUCT/RESEARCH AS:CLS (Total Employees : 52)

Test Used: Two Standard Deviations

	Female	Minority
Current #	32	7
Total Availability %	45.9	25.1
Current %	61.5	13.5
Placement Goal?, 2 Standard Deviations Test	No	No

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Utilization Summary

41 CFR Section 60-2.15

043 : INSTRUCT/RESEARCH AS:CPS (Total Employees : 46)

Test Used: Two Standard Deviations

	Female	Minority
Current #	33	3
Total Availability %	47.6	24.9
Current %	71.7	6.5
Placement Goal?, 2 Standard Deviations Test	No	Yes

044 : INSTRUCT/RESEARCH AS:MISC (Total Employees : 13)

Test Used: Two Standard Deviations

	Female	Minority
Current #	7	0
Total Availability %	47.6	24.9
Current %	53.8	0.0
Placement Goal?, 2 Standard Deviations Test	No	Yes

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Utilization Summary

41 CFR Section 60-2.15

050 : FAC:FINE ARTS & COMMUNICATION (Total Employees : 56)

Test Used: Two Standard Deviations

	Female	Minority
Current #	22	5
Total Availability %	47.6	24.9
Current %	39.3	8.9
Placement Goal?, 2 Standard Deviations Test	No	Yes

051 : FAC:COLS:HUMANITIES (Total Employees : 42)

Test Used: Two Standard Deviations

	Female	Minority
Current #	10	4
Total Availability %	47.6	24.9
Current %	23.8	9.5
Placement Goal?, 2 Standard Deviations Test	Yes	Yes

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Utilization Summary

41 CFR Section 60-2.15

052 : FAC:COLS:SOCIAL SCIENCES (Total Employees : 40)

Test Used: Two Standard Deviations

	Female	Minority
Current #	17	8
Total Availability %	47.6	24.9
Current %	42.5	20.0
Placement Goal?, 2 Standard Deviations Test	No	No

053 : FAC:COLS:SCIENCE (Total Employees : 72)

Test Used: Two Standard Deviations

	Female	Minority
Current #	25	8
Total Availability %	47.6	24.9
Current %	34.7	11.1
Placement Goal?, 2 Standard Deviations Test	Yes	Yes

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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Utilization Summary

41 CFR Section 60-2.15

054 : FAC:NATURAL RESOURCES (Total Employees : 42)

Test Used: Two Standard Deviations

	Female	Minority
Current #	13	4
Total Availability %	47.6	24.9
Current %	31.0	9.5
Placement Goal?, 2 Standard Deviations Test	Yes	Yes

055 : FAC:CPS (Total Employees : 73)

Test Used: Two Standard Deviations

	Female	Minority
Current #	47	11
Total Availability %	47.6	24.9
Current %	64.4	15.1
Placement Goal?, 2 Standard Deviations Test	No	No

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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 Stevens Point, WI 54481

Utilization Summary

41 CFR Section 60-2.15

056 : FAC:MISC (Total Employees : 8)

Test Used: Two Standard Deviations

	Female	Minority
Current #	6	1
Total Availability %	47.6	24.9
Current %	75.0	12.5
Placement Goal?, 2 Standard Deviations Test	No	No

	Employees	Female	Minority
Company Totals:	1175	635	87

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PLACEMENT GOALS - COMPARING INCUMBENCY TO AVAILABILITY

41 CFR Section 60-2.15

University of Wisconsin-Stevens Point compares the percentage of women and minorities in each job group determined pursuant to Sec. 60-2.13 with the availability for those job groups determined pursuant to Sec. 60-2.14. When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that particular job group, a placement goal is established in accordance with Sec. 60-2.16.

PLACEMENT GOALS

41 CFR Section 60-2.16

Placement goals serve as objectives or targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire affirmative action program work. Placement goals are also used to measure progress toward achieving equal employment opportunity.

The establishment of a goal under Sec. 60-2.15 is neither a finding nor an admission of discrimination.

Where, pursuant to Sec. 60-2.15, a placement goal for a particular job group is established, a percentage goal is equal to the availability figure derived for women or minorities, as appropriate, for that job group.

In establishing placement goals, the following principles from Sec 60-2.16(e) also apply:

1. Placement goals are neither rigid or inflexible quotas, nor are they considered to be either a ceiling or a floor for the employment of particular groups.
2. All employment decisions are made in a nondiscriminatory manner. Placement goals are not used to extend a preference to any individual, select an individual, or adversely affect an individual's employment status on the basis of that person's race, color, religion, sex, sexual orientation, gender identity, or national origin.
3. Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
4. Placement goals are not used to supersede merit selection principles.

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41 CFR Section 60-2.16

001 : MGT INFO PROS & MGT INFO OCC

Test Used : Two Standard Deviations

Female	Minority
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Current Placement Goals % 0.0 18.5

002 : LAW & PUBLIC SAFETY

Test Used : Two Standard Deviations

Female	Minority
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Current Placement Goals % 0.0 0.0

003 : FISCAL & RELATED

Test Used : Two Standard Deviations

Female	Minority
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Current Placement Goals % 0.0 13.8

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004 : TECH:SCI, LAB & HEALTH

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	0.0

005 : TECH:ENG, MEDIA & GRAPHIC ART

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	0.0

006 : ADM & PROG SPT/LIB & SR CLER

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	0.0

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007 : GENERAL CLERICAL

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	0.0

008 : TRADES & PWR PLANT

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	0.0

009 : MTL HNDLG, SKLD FD SRV, LBRERS

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	0.0

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020 : EXEC & SR LEVEL ADMINISTRATORS

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	0.0

021 : RESEARCH SPECIALISTS

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	21.0

022 : DIRECTORS

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	24.7

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41 CFR Section 60-2.16

023 : ASSOC/ASST DIRECTORS

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	0.0

024 : PROGRAM MANAGERS

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	85.8	13.1

025 : ADMIN/ACAD SPT PROFS

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	19.0

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41 CFR Section 60-2.16

026 : INFO SYS & UREL & MEDIA PROFS

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	0.0

027 : STUDENT SVCS SPT PROFS

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	0.0

040 : INSTRUCT/RESEARCH AS:COFAC

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	24.9

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041 : INSTRUCT/RESEARCH AS:CNR

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	0.0

042 : INSTRUCT/RESEARCH AS:CLS

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	0.0

043 : INSTRUCT/RESEARCH AS:CPS

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	24.9

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044 : INSTRUCT/RESEARCH AS:MISC

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	24.9

050 : FAC:FINE ARTS & COMMUNICATION

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	24.9

051 : FAC:COLS:HUMANITIES

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	47.6	24.9

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052 : FAC:COLS:SOCIAL SCIENCES

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	0.0

053 : FAC:COLS:SCIENCE

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	47.6	24.9

054 : FAC:NATURAL RESOURCES

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	47.6	24.9

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055 : FAC:CPS

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	0.0

056 : FAC:MISC

Test Used : Two Standard Deviations

	Female	Minority
Current Placement Goals %	0.0	0.0

University of Wisconsin-Stevens Point develops these action-oriented programs to correct any problem areas identified in the Identification of Problem Areas 41 C.F.R. Section 60-2.17(b) and to attain established goals and objectives.

THE SELECTION PROCESS

1. At least annually, a detailed analysis of position descriptions is conducted to ensure that they accurately reflect position functions.
2. Job requirements are validated by division, department, location or other appropriate organizational units. Special attention is given to academic, experience, physical, and skill requirements to ensure that the requirements themselves do not constitute inadvertent discrimination. Job specifications are free from bias in regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, or disabled or veteran status, except where there is a bona fide occupational qualification. Job requirements are validated when the number of individuals from a particular race or gender group is disproportionately selected as determined by Impact Ratio studies.
3. Position descriptions and specifications are distributed to recruiting sources and members of management involved in the recruiting, screening, selection, and promotion processes.
4. Selection processes are evaluated at least annually to ensure that they are nondiscriminatory.
5. Individuals who have a role in the selection process are chosen with special care given to their qualifications for such roles and are provided any necessary ongoing training to ensure that the selection processes remain nondiscriminatory.

RECRUITMENT

Any one or all of the following techniques are used to improve recruitment and increase the flow of minority or female applicants:

1. Linkage with recruiting sources, which may include briefing sessions, plant tours, presentations by minority and female employees, and full descriptions of appropriate job openings and the selection process;

Specific sources for all recruitments include:

- Higher Ed Jobs, which also posts to Indeed.com
 - US.jobs by the National Labor Exchange
 - Wisconsin Workforce Development to post with the following sources:
 - Tribal Council
 - Veterans Job Bank
 - Department of Vocational Rehab
 - Bureau of Apprenticeships
 - Chronicle of Higher Education (for Faculty and certain Instructional Academic Staff)
2. Encouragement of minority and female employees to refer qualified applicants;
 3. Inclusion of women and minorities on the personnel staff;
 4. Minority and female participation in career days, youth motivation programs and other similar programs in the community;
 5. Minority and female participation in "job fairs;"
 6. Active recruiting at various training institutions, especially those that have high minority and female enrollments; and
 7. Expansion of help-wanted advertising to include the minority and women's interest media.

PROMOTIONS

A promotion within University of Wisconsin System occurs for appointments that are within a promotional series. Individuals need to meet years of service, skills and knowledge, and duty requirements within UW System and UW-Stevens Point policy to advance within the promotional series.

University of Wisconsin-Stevens Point supports the growth and development of all employees. Individuals not within a promotional series are encouraged to apply for open positions.

INTERNAL AUDIT AND REPORTING SYSTEMS
41 CFR Section 60-2.17(d)

Monitoring and reporting procedures are developed to evaluate the extent to which the goals of the affirmative action program are being met. University of Wisconsin-Stevens Point takes the following measures:

1. Information on race and sex is obtained when an application for a position is submitted.
2. An Adverse Impact (Impact Ratio) Analysis is performed when sufficient data exists on applicants, hires, promotions, and terminations to ensure compliance with the Uniform Employment Selection Guidelines.
3. Any training programs are analyzed regularly to eliminate potential discrimination in participation rates.
4. Any tests administered are routinely analyzed to uncover potential discrimination in grading scores or test results.
5. Compensation practices are reviewed at least annually for wage discrepancies.
6. The Availability Analysis for women and minorities is reviewed and good faith placement goals are established when necessary.
7. Progress toward established goals is reviewed at least annually for possible adjustments to employment practices.
8. Internal reporting is prepared as needed to determine why goals were not met.
9. Results of the affirmative action program are reviewed with all levels of management.
10. Top management is informed on a regular basis of the effectiveness of these policies and any recommendations for improvement.

GOALS PROGRESS
41 CFR Section 60-2.16, 60-2.17(d)

University of Wisconsin-Stevens Point monitors progress toward goals.

RELIGION AND NATIONAL ORIGIN DISCRIMINATION GUIDELINES

41 CFR Section 60-50

University of Wisconsin-Stevens Point reaffirms its policy to afford equal employment opportunity to all individuals. Neither national origin nor religion is a factor in recruitment, selection, promotion, transfer, termination, or participation in training. The following activities are undertaken to ensure that religion and national origin are not used as a basis for employment decisions:

1. Employment practices are reviewed to ensure that members of particular religious and/or ethnic groups are given equal employment opportunities.
2. All employees, including supervisors, managers, and executives are informed of our commitment to provide equal employment opportunity without regard to religion or national origin.
3. Recruitment sources are informed of our commitment to provide equal employment opportunity without regard to religion or national origin.
4. Internal procedures exist to implement equal employment opportunity without regard to national origin or religion.

ACCOMMODATION FOR RELIGIOUS OBSERVANCE AND PRACTICE
41 CFR Section 60-50.3

The religious observances and practices of employees are accommodated by University of Wisconsin-Stevens Point, except where such accommodation would cause undue hardship on the conduct of business. The accommodation offered is determined by considering business necessity, financial expense and any personnel coverage problems that may result.

NONDISCRIMINATION

41 CFR Section 60-50.5

University of Wisconsin-Stevens Point does not discriminate against any qualified employee or applicant because of race, color, sex, sexual orientation, gender identity, age, disabled, or veteran status in implementing the policy concerning nondiscrimination based on religion or national origin.

The University of Wisconsin-Stevens Point Non-discrimination statement is available on all University of Wisconsin-Stevens Point webpages and is located at:

<https://www.uwsp.edu/hr/Pages/Nondiscrimination-Statement.aspx>

The University of Wisconsin System Board of Regent harassment, discrimination, and retaliation policy and resources are located at:

<https://www.wisconsin.edu/regents/policies/discrimination-harassment-and-retaliation/>

The University of Wisconsin-Stevens Point harassment, discrimination, and retaliation policies can be located at:

<https://www.uwsp.edu/hr/Pages/Employee%20Relations/Policies.aspx>

The University of Wisconsin-Stevens Point provides additional resources to support diversity. We also provide additional resources prevent and respond to harassment, discrimination, and retaliation. These resources are located at:

<https://www.uwsp.edu/hr/Pages/Affirmative%20Action/ADA.aspx>

<https://www.uwsp.edu/hr/Pages/Affirmative%20Action/prevention.aspx>

<https://www.uwsp.edu/hr/Pages/Affirmative%20Action/Report-a-Concern.aspx>

<https://www.uwsp.edu/hr/Pages/Affirmative%20Action/Equity-Affirmative-Action-Compliance-Resources.aspx>